

The Bromfords School and Sixth Form College



Careers Policy

Vision and purpose

Promoting a career development culture is an essential part of the mission and ethos of our school. We aim to support the aspirations of all our learners and to ensure that they gain the understanding, skills and experience they need to make progress and succeed in learning and work. We believe that effective careers education and guidance not only contributes to the well-being of individuals but also to the wellbeing of their families, the communities to which they belong, wider society, businesses and the economy.

National and local expectations

We are committed to meeting national and local expectations in relation to careers by:

- Securing independent and impartial careers guidance for Y8-13 as required by the 2011 Education Act. In implementing this duty we will pay particular regard to the DfE's principles of good practice (Section 10 of the statutory guidance, March 2015) and Ofsted's inspection criteria for evaluating careers provision in schools (September 2015)
- Fulfilling our duties under the Equality Act 2010 to promote equality of opportunity, foster good relations across all people, eliminate harassment and discriminatory practices and support children with protected characteristics

This policy provides us with a framework for meeting statutory requirements and achieving our school's aims of:

Current priorities

Our careers strategy is informed by these current priorities:

- supporting individual aspirations, improving attainment and ensuring positive destinations
- meeting the needs of specific groups including looked after children, young carers, children from economically-deprived backgrounds and children with special educational needs and disabilities
- developing learners' career management skills, especially those associated with career adaptability, resilience, enterprise and employability
- improving young people's working lives by helping them to identify the values that are important to them such as contributing to the wellbeing of others through their paid and voluntary work and working in greener ways
- developing the use of digital technologies to meet young people's career development needs in conjunction with face-to-face support
- working with parents/carers, alumni and education, community and business partners to meet students' career development needs
- Raising student's achievement through raised aspirations
- Encouraging participation in life-long learning, including Higher Education
- Developing enterprise and employability skills
- Developing links with employers to support students with their experience of work.

A young person's career is their pathway through learning and work. All young people need a planned programme of activities to help them make 13-19 choices that are right for them and to be able to manage their careers throughout their lives.

Schools have a statutory duty to provide careers education in years 8-13 and to give students access to careers information and guidance.

The Bromfords School and Sixth Form College commitment

We are committed to provide a high quality CEG as an integral part of each students' education. We will seek to ensure that the provision is appropriate to the age, stage and ability and educational needs of every individual and is underpinned by equality of opportunity.

The school is committed to provide a planned programme for all students in year 8-13 in partnership with the local Connexions service.

The PSHE/Citizenship departments and Careers Co-ordinator is responsible for the planning, resources and implementation of the differentiated curriculum content in years 7-11. The Head Sixth Form is responsible for implementation of Careers in year 12 and 13, supported by Ms Barraclough.

The school endeavours to adapt or include all National Frameworks for CEG including those published and amended from time to time by Ofsted, QCA and DCSF. The Bromfords School and Sixth Form College Reviewed: November 2017, next review November 2019.

A network of staff are responsible for deliverance of certain sections within the IAG/CEG framework.

The school is committed to maintaining the ROQA Careers award for its CIEG provision.

Staff needs are identified by SLT, funding is assessed through Connexions Service and from School funds.

Objectives and Aims of CEG/ICAG

The learning and support programme is designed to meet the needs of students at The Bromfords School

Aims:

1. To prepare all students for the opportunities, responsibilities and experiences of adult life.
2. To enable students to develop skills, attitudes and abilities, equipping them to become effective in a variety of adult occupations and roles
3. To help them to develop educational, course-and career-awareness and enable them to manage personal career development
4. To enable them to handle careers information and assist them in making informed choices relevant to their stage.
5. To enable them to experience the world of work and develop transferable skills.
6. To enable them manage transition in their lives such as changes from Ks2-Ks3, Ks 3-4, Ks 4-5 and Ks5-University/work/ further education or beyond.
7. To help young people understand the range of support available from Connexions and other relevant agencies.

Statement of Entitlement

Every student is entitled to CIEG, which

1. meets recognised professional standards of practice
2. aims to provide a person-centred, impartial and confidential experience
3. is based on a partnership with students and their parent or carers
4. is integrated into their experience of the whole curriculum

The Bromfords School and Sixth Form College
Reviewed: November 2017
Next Review: November 2019

5. promotes equality of opportunity, inclusion and counters any type of discrimination and.

6. is confidential, respecting personal information disclosed by individuals

The implementation of the policy

1. The overall responsibility for the management of CEIAG lies with Mr Bennett who is responsible to the SLT for Careers (Mr Coulson/Head Teacher). The programme is delivered through tutor time, COPE (KS5), one-off events, assemblies and PSHE/Citizenship. Mr Bennett is supported by Ms Huet (PSHE and Citizenship KS 3 and 4), and the Learning Managers who line manage the tutor teams. The school employs a level 6 qualified Independent careers advisor (Nick Chard) through Connexions.

2. All staff make a contribution to CEG through their roles as form tutors, CTL, Learning managers, subject teachers- SLT supports these in their various roles.

3. The school has adopted a discrete mode of delivery as part of the PSHE/IACG/CEG programme. The careers programme is planned, monitored and evaluated by Mr Bennett and Ms Huet, and all other members of the above mentioned team and in conjunction with students' feedback on activities, Connexions advisers and other partners.

4. Students in Years 11, 12 and 13 complete an 'Employability for Life folder' in form (11) or COPE lessons.

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