

# Careers Education & Guidance Policy

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## **Our school vision:**

To create a safe and inclusive centre of excellence by providing a stimulating environment where learners achieve challenging and inspirational targets, in order to, develop as confident, creative and enterprising young citizens

## **Our school motto is:**

*'Ready to listen, Ready to learn together'.*

Providing a stimulating environment where learners achieve challenging and inspirational targets in order to develop as happy, confident and independent learners who are prepared for adulthood.

## **Careers vision and purpose**

Career Development in young people is an essential aspect of the work we do at Epina Business and Enterprise 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 contributes to the well-being of individuals and the surrounding stakeholders.

Due to the additional needs of the pupils at Epina Business and Enterprise School we tailor careers education and encounters to pupil individual needs; careers is taught across the curriculum at Epina from KS1 to Sixth form; this can be seen via the annual careers in the curriculum map.

## **National and local expectations**

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

Securing independent and impartial careers guidance students as required by the 2011 Education Act.

Impartial careers guidance is available for all students as part of the Connexions statutory offer. The school has a dedicated Connexions careers advisor who interviews the following pupils/year groups within school.

All pupils in year 9, 11 and 13

LAC (Year 9, 10, 11)

Child Protection/Child In Need (Year 11)

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

Epina successful in becoming a member of the North East Careers Hub in October 2018

A Group of 40 secondary schools and 10 colleges, working together to deliver the Gatsby Benchmarks and ensuring that careers outcomes are improved for all young people.

## **Support includes**

Help towards Gatsby benchmarks

A 'Hub Lead' and Enterprise Advisor

A virtual wallet of approx. £3600 funding

Central Hub Fund of £1000 per school

Access to funding for schools to support employer encounter

## **Current priorities**

Our careers strategy is informed by the 8 Gatsby Benchmarks, as a member of the Careers Hub, Epinay Business and Enterprise School must submit a Compass report on each benchmark at the end of each term; these are available via the school Careers Lead.

1. Implementation of the Gatsby benchmarks to support the development of Careers and Guidance
1. A Stable Careers Programme
2. Learning from Career and Labour Market Information
3. Addressing the Needs of Each Pupil
4. Linking Curriculum Learning to Careers
5. Encounters with Employers and Employees
6. Experiences of Workplaces
7. Encounters with Further and Higher Education
8. Personal Guidance

The school is a member of the North East Careers Hub and work closely with the North East LEP to support the implementation of these benchmarks.

From the 8 Gatsby Benchmarks the following priorities have been identified in school development plan for 2020/21

- Gatsby, careers education and preparation for Adulthood is embedded in a new enrichment carousel of timetabled lessons and evidenced throughout the school.
- Continue to ensure 100% of leavers have a positive destination for the next academic year.
- 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.
- Working with parents/carers, education, the community and business partners to meet students' career development needs

## **Strategy**

To achieve the objectives of this policy, we will:

- Ensure that the governing body is actively involved in shaping careers policy and strategy. Within the governing body, elect a dedicated Careers Link governor.
- A named member of SLT to have an overview of Careers within school and an another member of staff as designated Careers Lead.

- Management team to develop careers within the curriculum which is also mapped annually, development of staff and resource requirements; and to lead the development, implementation and evaluation of the school's careers provision.
- Develop the range of voluntary and statutory agencies involvement in school careers events.
- Develop and maintain a costed annual careers plan for achieving current priorities including delivering the planned programme, meeting staffing and CPD costs, and monitoring, reviewing and evaluating the strategy
- Commission independent careers guidance services from individuals/organisations that meet the standards set by the Quality in Careers Standard
- Actively involve learners themselves in the planning, delivery and evaluation of the careers programme
- KS4 pupils, where appropriate to have two weeks experience of work across year 10 and 11
- Sixth form students to undertake two weekly work placements, where appropriate.

All pupil encounters with employers, educational providers and any other partners within the work of world to be tracker and analysed.

Compass report to be submitted termly.

Policy approved by Governors:	Nov 2020
Date of next review by Governors:	Nov 2021