



RYECROFT C. E. MIDDLE SCHOOL

POLICY STATEMENT

Careers

'Their future in our hands'

Part of the Uttoxeter Learning Trust



Approved By Governors: Spring 2020
Review: Spring 2021

The Vision of the Staff, Pupils and Governors of Ryecroft C.E. Middle School

Embracing a culture where no child is left behind, we value and respect all the children that God has put in our care.

We enrich the lives of our children and ensure that Ryecroft is a safe, happy and inspiring place, embodying the Christian values of trust, humility and perseverance.

“I will instruct you and teach you in the way you should go; I will counsel you with my eye upon you.”

Psalm 32:8

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V1.0	13.01.2020	A Hughes	First published version

Introduction

At Ryecroft CE Middle School we believe that a quality careers provision should be available to all of our pupils. Our aim is for all pupils to be given the opportunity to achieve their personal best with clear aspirations for their future. In early careers education, this translates as every pupil knowing themselves, their likes and dislikes to help inform their future choices. We will support pupils in making well-informed decisions by providing access and guidance about the range of options (including academic, vocational and apprenticeships) that are most likely to help them to achieve their ambitions. We will also work with colleagues across the Utttoxeter Learning Trust to ensure that the careers provision across Key Stage 3 is one which prepares our pupils for the future.

There has never been a time when careers guidance has been as important for young people as it is today. The landscape of education, training and employment opportunities that pupils need to navigate is more complex and more challenging than that faced by previous generations. The raising of the age for participating in learning means that young people face a wider range of choices of courses and places to study.

Pupils need help to make choices and manage transitions: to do this effectively they need good quality careers education, information, advice and guidance. This Careers Plan sets out how the School provides a fit for purpose careers programme which will provide our pupils with the knowledge, inspiration and ability to take ownership of their own futures which will enable them to succeed in their chosen career paths.

We hope that by inspiring every pupil through real-life contacts with the world of work, they will be ambitious and motivated to learn with high aspirations for their own future.

A formal Careers Programme is in place indicating the importance of employability, careers & enterprise education. The careers programme is clearly linked to the School Development Plan. The school Careers Plan is based on the DfE document Careers guidance and access for education and training providers (Jan 2018) and the Gatsby Benchmarks.

Aims and purpose

- Prepare pupils for the transition to the next stage of their education and for life beyond compulsory education (higher education and the world of work).
- Support pupils in making informed decisions which are suitable and ambitious for them.
- Provide pupils with a range of well-rounded experiences across all subject areas.
- Provide pupils with information on the full range of education and training options available at each transition point.
- Develop enterprise and employability skills including skills for self-employment.
- Develop personal qualities which support pupils in the curriculum and in their careers, for example, social skills, communication, innovation, resilience and leadership.
- Inspire and motivate pupils to be aspirational in their future careers & education choices.
- Provide educational visits, assemblies, group discussions and taster events with a range of providers.

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Team Roles and Responsibilities

Careers Lead Teacher:

- Provision of a planned CEIAG¹ programme / development of annual careers plan.
- Monitor and evaluate CEIAG provision and impact of careers guidance, including future destinations.
- Establish and maintain relationships with employers, FE², HE³, training and apprenticeship providers
- Liaise with tutors, class teachers, SLT⁴, SENCO⁵ to identify and support pupils with careers guidance.
- Promote careers across the curriculum; liaise with PSHE⁶ lead and subject leads to create curriculum map.
- Lead in house training / CPD⁷ for staff.
- Report to SLT and Governors on CEIAG.

Teaching Staff:

- Integrate careers into the curriculum, form time and assembly time.
- Engage with careers CPD.
- Link curriculum areas to careers.
- Support the development of employability skills.
- Promote progression routes within their curriculum area.
- Develop external links to support careers within curriculum areas.

Programme

The careers programme at Ryecroft CE Middle School makes use of the CDI Framework for Careers which is based around three areas:

Self-Development

Developing through careers, employability and enterprise education. Pupils understand themselves and influences on them.

Careers Exploration

Learning about careers and the world of work. Pupils investigate opportunities in learning and work.

Career Management

Developing your career management and employability skills. Pupils make and adjust plans to manage change and transition.

¹ Careers Education Information Advice & Guidance

² Further education

³ Higher Education

⁴ Senior Leadership Team

⁵ Special Educational Needs Coordinator

⁶ Personal, Social and Health Education

⁷ Continuing Personal Development

The Gatsby Benchmarks

Ryecroft CE Middle School's careers plan supports the achievement of the eight Gatsby benchmarks:

Benchmark 1: A Stable Careers Programme

Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers, governors and employers.

Benchmark 2: Learning from Career and Labour Market Information

Every pupil and their parents should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make the best use of available information

Benchmark 3: Addressing the Needs of Each Pupil

Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school's careers programme should embed equality and diversity considerations throughout.

Benchmark 4: Linking Curriculum Learning to Careers

All teachers should link curriculum learning with careers. STEM⁸ subject teachers should highlight the relevance of STEM subjects for a wide range of careers paths.

Benchmark 5: Encounters with Employers and Employees

Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.

Benchmark 6: Experiences of Workplaces

Every pupil should have first-hand experience of the workplace through work visits, work shadowing, and/or work experience to help their exploration of career opportunities, and expand their networks.

Benchmark 7: Encounters with Further and Higher Education

All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.

⁸ Science, technology, engineering, and mathematics

Benchmark 8: Personal Guidance

Every pupil should have opportunities for guidance interviews with a careers adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but should be timed to meet their individual needs.

Overview

Career related activity	Year 5	Year 6	Year 7	Year 8
Assembly	✓	✓	✓	✓
Careers lessons			✓	✓
Educational visits to/from employers	✓	✓	✓	✓
Work experience				✓ *
Visits from FE / HE				✓
Enterprise Activities			✓	✓
Careers Talks			✓	✓
External careers events				✓

* Alternative activities / events may be added throughout the year as opportunities arise.

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Approved and signed on behalf of the Governing Body

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Date