

The Four Stones Multi Academy Trust

Careers Education, Advice and Guidance Policy at The De Montfort School

Version Control

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Version	Date	Details
1.0	30 th June 2021	General updates

Introduction

The De Montfort School is fully committed to ensuring that all of our students acquire the skills, knowledge and attitudes to manage their learning and career progression. The school has already established a range of effective careers guidance activities which we hope will guide support our students to achieve positive destinations such as A 'levels, Higher Education, Apprenticeships, Technical routes or Employment.

This careers strategy sets out key approaches internally and externally to enhance the current careers guidance activities and participation opportunities already available to our students. The aim is to ensure that students are fully prepared for and informed effectively about their next steps and can therefore aspire to achieve their full potential. We want to ensure that our students have both the aptitude and interpersonal skills to effectively communicate and add value within the workplace.

The school will collaborate throughout this strategy with a range of external agencies to help us ensure we will meet all of the mandatory requirements contained within the Department for Education's new careers strategy. These partnerships will include working alongside The Careers and Enterprise Company (CEC), The Worcestershire Local Enterprise Partnership (WLEP), Worcestershire County Council (WCC), Further Education (FE) and Higher Education (HE) providers, Worcestershire Apprenticeships (WA) and a wide range of local employers.

High quality careers guidance is a crucial part of improving social mobility. Young people make choices based on what they know and what they think is available to them. If our young people are made fully aware of the career pathways and opportunities available to them, they will be more able to make informed choices about which qualifications and career pathways which will enable them to achieve their goals.

This strategy outlines our whole school approach to delivering careers guidance to all of our students throughout their journey through education. Careers activity will therefore take place across years 7 through to year 13 as part of the mandatory requirements set by Department for Education and contained within the Gatsby Benchmarks.

Student Entitlement

The Education Act 2011 placed schools under a duty to secure access to independent and impartial careers guidance for their students in years 9-11. This policy is written to reflect the revised Statutory Guidance for Careers Guidance (DfE, March 2015), which states that schools have a statutory duty to secure independent and impartial careers guidance for students in Years 8-13. Careers guidance that must be presented in an impartial manner and promote the best interests of the students to whom it is given.

The De Montfort School is committed to providing a planned programme of careers education, information and guidance for all students in Years 7 to 13 to enable all students to make informed choices about their futures.

Aims

The Careers Education Programme will:

- help students develop an understanding of themselves and others as individuals including their own and other's strengths and limitations, abilities and potential, personal qualities, needs, attitudes and values.

- enable students to develop a knowledge and understanding of education, training and employment through investigating opportunities available to them at a local, national and international level.
- support students in developing and implementing action plans to enable them to take ownership of their own future at and beyond Key Stage 4.
- provide opportunities to develop enterprise and employment skills.
- promote equality of opportunity, challenge stereotyping and support inclusion.

Outcomes

Students will be able to:

- understand how their own skills and qualities can be adapted in relation to education, training and work.
- gain sufficient (substantial knowledge) of available career pathways using a number of different resources including ICT software.
- gain an understanding of all opportunities available to them – post 16, both in education and the world of work.
- understand the importance of employability skills and be given the opportunity to develop those skills through workshops and enterprise activities.
- feel positive about the transition from pre to post 16
- have access to current information about labour market trends, occupations and lifestyles.
- take part in a one-week work experience and mock interviews where their skills and qualities can be put into practice.
- follow a process of action planning and target setting and attend one or more careers/pathways interview.
- attend assemblies/organised days/visitor sessions/careers events on education, careers and training.

Worcestershire's Enterprise Adviser Network

The Worcestershire Local Enterprise Partnership (WLEP) and Worcestershire County Council, through their contract with the Careers and Enterprise Company, has been delivering the Worcestershire Enterprise Adviser Network (WEAN) since January 2017 and has placed business leaders within schools to support them with the facilitation of careers related activity and support their achievement of Benchmarks 5 and 6.

Worcestershire was one of the first LEP areas in England to be awarded a central contract with the Careers and Enterprise Company and has been seen as an influential area as the Enterprise Adviser networks were being developed across England.

The WLEP has been leading the way nationally regarding network performance since the delivery of this initiative began and was delighted to become the first LEP area in the country to secure 100% participation from their education establishments.

The WLEP was also instrumental in demonstrating the need for total inclusion. The WEAN was one of the first areas in the country to also ensure that ALL of our Special Schools and PRU's were allowed to participate within the initiative.

To date Worcestershire has recruited 70+ Enterprise Advisers and assigned each of them to schools participating within the initiative.

In September 2017, due to the success of the WEAN, the WLEP were given permission to develop and deliver a Middle School Pilot and work with 15 schools covering Wychavon, Redditch and Bromsgrove.

Gatsby Benchmarks

The government's Careers Strategy sets out that all schools and academies should use the eight Gatsby Benchmarks to develop and improve their careers provision, meeting them all by the end of 2020. As a school we are committed to ensure that the careers education, advice and guidance that we provide is in line with the Gatsby Benchmarks. In order to measure and assess our progress against the benchmarks we use the Compass Toolkit, an online tool provided by the Careers & Enterprise Company. This is completed on a termly basis.

Provision

Set out below is the current, planned CEIAG provision for all students. This will be adapted and added to as needs or opportunities arise. Students are currently receiving the following careers related support or participating within the activities listed below during their journey through school:

Year 6 PHSE lessons include:

- Employability skills, Enterprise,
- Economic and Business Environment,
- Personal Finance Choices,
- Promotion of various Virtual Careers Information/Opportunities.

Year 7 PHSE lessons include:

- Employability skills,
- Enterprise,
- Economic and Business Environment,
- Personal Finance Choices,
- Promotion of Virtual Careers Information/Opportunities.

Year 8 PHSE lessons include:

- Employability skills,
- Enterprise,
- Economic and Business Environment,
- Personal Finance Choices,
- Options Evening,
- Promotion of Virtual Careers Information/Opportunities.

Year 9 PHSE lessons include:

- Employability skills,
- Enterprise,
- Economic and Business Environment,
- Personal Finance Choices,
- Promotion of Promotion of Virtual Careers Information/Opportunities.

Year 10

- Promotion of Virtual Careers Information/Opportunities during Tutor time,
- Work experience,
- Careers interviews,
- Worcestershire Apprenticeship Service Presentation,
- Various Mentoring opportunities.

Year 11

- Promotion of Promotion of Virtual Careers Information/Opportunities during Tutor time,
- Work Preparation Skills session,
- College Presentations/Tours,
- Sixth Form Open Evening,
- Careers interviews,
- Parents Information Evening,
- Elevate Programme,
- Worcestershire Apprenticeship Service Presentation.

Year 12

- Student Finance Presentation,
- National Citizenship Presentation,
- UCAS Presentation,
- Various University Virtual Videos/Opportunities,
- Worcestershire Apprenticeship Service Presentation,
- Parents Information Evening,
- Sixth Form Interviews,
- University of Worcestershire Presentation.

Year 13

- Mock interviews workshop,
- Student Finance Presentation,
- Parents Information Evening,
- University of Worcestershire Presentation,

- Worcestershire Apprenticeship Service Presentation,
- Various University Virtual Videos/Opportunities,
- Careers interviews.

Teaching staff contribute to the delivery of careers guidance through:

- Careers input via PHSE lessons,
- Production of personal statements,
- Awareness raising /information about University Open Days and Careers Events,
- Support with work experience placements,
- Awareness raising of events/info to pupils,
- Identifying students who require additional one to one career support,
- Coordination with the Enterprise Adviser for specific employer activities.

Local Employers contribute to the delivery of careers guidance through:

- By providing work experience,
- Offering work place visits,
- Attendance at assemblies / careers fairs,
- Provision of job/apprenticeship opportunities,
- Support with mock interviews.

Parents contribute to the delivery of careers guidance through:

- Support to arrange work experience,
- Attendance at Parents Information Evening.