



Oaklands School

## **Careers Policy**

Reviewed January 2020 NOY, AR, KG (Governor)

## **Careers Policy**

**Staff Responsible:** Andrew Robinson, Careers Leader

**Created:** December 2018,

**Next Review:** December 2020

### **Careers Policy**

#### **Introduction**

Careers education, information, advice and guidance (CEIAG) is an essential part of the support we offer to students at Oaklands School. Effective careers support can help to prepare young people for the opportunities, responsibilities and experiences of life; it can help them to make decisions and manage transitions as learners and workers. As options for young people become more varied and complex, it is vital that we support them to develop the knowledge and skills they need to make informed choices for their future. As a result, the careers programme has a whole-school remit designed to complement the rest of the school curriculum.

This policy sets out how career activities are delivered at school and explains what stakeholders can expect from the careers programme.

#### **Aims and objectives**

Oaklands School careers programme aims to:

- encourage students to be ambitious, broaden their horizons and explore their own career aspirations throughout their life at school
- ensure students' readiness to take their next step in their learning or career. Oaklands School

follows the principles of the Gatsby Benchmarks (see references). The objectives for the careers programme are as follows:

- helping students to understand the changing world of work
- facilitating meaningful encounters with employers for all students
- supporting positive transitions post-16 and post-18
- enabling students to develop the research skills to find out about opportunities
- helping students to develop the skills, attitudes and qualities to make a successful transition into the world of work
- encouraging participation in continued learning, including further and higher education and apprenticeships
- supporting inclusion, challenging stereotyping and promoting equality of opportunity
- contributing to strategies for raising achievement, particularly by increasing motivation.

## **Student entitlement**

All students are entitled to be fully involved in an effective CEIAG programme.

Students are encouraged to take an active role in their own career development, so the careers programme emphasises student participation with a focus on self-development; learning about careers and the world of work; and developing career management and employability skills.

During their time at school, all students can expect:

- the support they need to make the right choices for Key Stage 4, after Y11 and after Y12
- access up-to-date and unbiased information on future learning and training, careers and labour market information
- support to develop the self-awareness and career management skills needed for their future
- a meaningful encounter with a representative from the world of work each school year; this could be through work experience, , assemblies, careers talks (in or outside lessons), projects and visits
- to hear from a range of education and training providers, including colleges, and apprenticeship organisations; this could include visits and taster days, as well as assemblies , talks and meetings at school
- the opportunity to relate what they learn in lessons to their life and career beyond school
- the opportunity to talk through their career and educational choices with staff including form tutors and the careers team
- access to one-to-one guidance with a trained, impartial careers adviser

## **Parental involvement**

Young people do not make career decisions in isolation and parents/carers can have a substantial impact, as well as a clear interest in the right outcomes for their young person. The school is keen to foster parental involvement in the careers programme, wherever possible.

## Career information

The careers library (in the Learning Resource Centre) includes a range of college prospectuses, career guides, apprenticeship and employer information.

Online resources include Start and a range of reliable websites collated by the careers adviser.

## External providers

A range of external providers are invited into school to support the careers programme. These might include local colleges, training providers, apprenticeship organisations, employers, school alumni, or staff from various projects. In all cases, such staff and organisations will be vetted for suitability by the relevant staff at school.

## References

### ***The Gatsby Benchmarks***

[www.gatsby.org.uk/education/focus-areas/good-career-guidance](http://www.gatsby.org.uk/education/focus-areas/good-career-guidance)

### ***The Career Development Institute Careers Framework***

<http://www.thecdi.net/Careers-Framework-2018>

## Monitoring, Evaluation and Review

This policy was formally approved by the Governing Body on:

Governor

Kapil Gargh

*Kapil Gargh*

Date

19/1/2020

Head teacher

Neil Oxley

Date

This policy will be monitored and reviewed on an annual basis, to ensure that current legislation and best practice is recorded