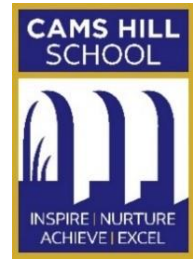


CAMS HILL SCHOOL CAREERS POLICY



Statutory

Date Created: 19 November 2019

Review Period: Annually

Last Reviewed: 24 February 2023

Ratified by Governors: 14 March 2023

Next Review Date: 24 February 2024

Cams Hill School Careers Policy

'Good careers guidance helps inspire students towards further study and enables them to make informed decisions whenever choices are open to them. It helps them to understand enough about the world of work to know what skills they need to succeed. It is important for social mobility because it helps to open students' eyes to careers they may not have considered.' (Gatsby Report, 2014).

The release of the 'Careers Strategy: making the most of everyone's skills and talents' (2017) places a statutory duty on all schools and academies to use the Gatsby benchmarks, listed below, to inform and develop their careers provision. Recent changes reflect the need to provide access to both technical and apprenticeship providers as well as offering independent careers advice to all pupils.

An emphasis must now be placed on pupils having meaningful encounters with employers in every year they attend secondary school. A meaningful encounter is one in which the pupil has an opportunity to learn about what work is like or what it takes to be successful in the workplace.

Cams Hill School is committed to ensuring all our pupils have appropriate access to a planned programme of activities which aim to help them plan their careers pathways and post-16 destinations.

Cams Hill School will provide a planned programme of Careers education, information, advice & guidance for all pupils from Year 7 until Year 11. The programme is mapped to fit in context with the Gatsby report and the 8 Gatsby benchmarks:

- A stable careers programme
- Learning from career and labour market
- Addressing the needs of every student
- Linking curriculum learning to careers
- Encounter with employers and employees
- Experiences of workplaces
- Encounters with further and higher education
- Personal guidance

This policy will be reviewed according to existing legislation and an informal review will take place each year. This will be conducted in the context of feedback from pupils, parents/carers, teaching staff and the senior leadership team in collaboration with the Careers Leader.

All pupils at Cams Hill School are entitled to impartial advice and guidance as a part of their wider CEIAG offer. It is to be integrated into the wider curriculum and will support the equality of opportunity, inclusion and anti-racism.

Parents and carers will play a vital role in the pupils' learning via invites to regular events including (but not exclusively) Year 9 Options Evening, Year 11 College Evening, careers support at Tutor Evening, optional attendance at careers appointments. Parents/Carers will also have access to a wide array of online resources to support our pupils.

By the end of KS3 all pupils will be able to make an informed decision on their post-14 options and understand how this may influence their post-16 options. Pupils should have a wider understanding of employment and training opportunities as well as to understand if those choices are viable options to them.

Each year, from Year 8-11, pupils will have compulsory encounters with a technical course provider. As a minimum, these encounters should be 'in-person' and allow pupils to be able to ask questions.

By the end of KS4 pupils should have completed work experience and have an understanding of what is expected from them in the workplace, as well as understanding the local labour market information.

In-class events will run on a rolling basis to inform pupils of post-16 options, as well as inform teaching staff of the latest course updates. These may be run by employers, sixth form colleges and technical course providers.

Pupils should have a wide and thorough understanding of the post-16 options and be able to make an informed decision as to their own post-16 route. They should also understand the application process for colleges, apprenticeships and alternative routes. Careers advice and support with applications will be available at all times of the year to support pupils in this process.

All staff at Cams Hill School have a responsibility to contribute towards the careers programme in any encounters with pupils. This can be through their role as teachers (linking curriculum to learning) or as tutors/mentors following the tutor time careers modules.

The Careers Leader will ensure that all pupils have the opportunity to access a private and confidential careers interview in a private office with access to IT links such as Fast Tomato, etc. Informal advice will be available over email/zoom and via drop in sessions each week.

Cams Hill School will actively work with as many employers, further education and higher education providers as possible. We will actively strive to ensure that employers play a pivotal role in motivating and influencing our pupils to further their understanding of employment and training opportunities. This may include virtual and video resources using the [camshillcareers.com](https://www.camshillcareers.com) platform to inform pupils and parents/carers.