

CAMS HILL SCHOOL CAREERS POLICY



Statutory

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Contents

The importance of careers education and guidance	3
Careers Vision – what matters for our pupils?.....	3
Entitlement – what opportunities are open to pupils?.....	3
Gatsby Benchmarks.....	3
Additional information	4

Cams Hill School Careers Policy

The importance of careers education and guidance

High quality careers education and guidance in school or college is critical to young people's futures. It helps to prepare them for the workplace by providing a clear understanding of the world of work including the routes to jobs and careers that they might find engaging and rewarding. It supports them to acquire the self-development and career management skills they need to achieve positive employment destinations. This helps students to choose their pathways, improve their life opportunities and contribute to a productive and successful economy.

[Careers guidance and access for education and training providers \(publishing.service.gov.uk\) January 2023](https://publishing.service.gov.uk/january-2023)

Careers Vision – what matters for our pupils?

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 post-16 destinations and career pathways. The main goal for our pupils' career development is for them to know all the options available to them when they leave Year 11. Not just limited to their immediate future i.e. college/sixth form/apprenticeship but also further progression on to Higher Education and/or employment. We aim to support pupils by showcasing a range of careers and options with the help of local colleges, employers and universities.

Entitlement – what opportunities are open to pupils?

Careers education and guidance at Cams Hill School has been developed to best support pupils in making decisions about their future. Pupils have the opportunity to meet with various professionals to find out about the changing world of work and also explore the options open to them at every stage of their education.

We enrich our pupils' careers education through trips, guest speakers, in-class activities and individual support to ensure they are equipped with the tools and confidence they need to feel prepared and excited for their futures.

Through our offer, by the end of KS3 all pupils will be able to make an informed decision on their post-14 guided choices and understand how this may influence their post-16 options. By the end of KS4, pupils should have been exposed to experiences of the workplace and have an understanding of what is expected from them in the workplace, as well as understanding the local labour market information. Events will run on a rolling basis to inform pupils of post-16 options. These may be run by employers, sixth form or technical colleges and apprenticeship 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.

Parents and carers will play a vital role in the pupils' learning via the Year 9 Guided Choices Evening, Year 11 Next Steps Evening, Careers Co-ordinator attendance at Subject Evenings and optional attendance at careers appointments.

Gatsby Benchmarks

The Gatsby Benchmarks provide a clear framework for organising the careers provision at Cams Hill School. Along with Provider Access Legislation, they have been accepted as best practice by the Government and it is the responsibility of Cams Hill School to oversee the implementation of these Benchmarks:

1. A stable careers programme

2. Learning from career and labour market information
3. Addressing the needs of every 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

Additional information

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 Lead and Careers Co-ordinator.

This policy can be read in conjunction with the Provider Access Policy.