



# Careers Policy

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Parneet Kang  
Principal

A handwritten signature in black ink, appearing to read 'William Holland'.

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William Holland  
Chair of Trustees

Written: September 2019  
Review Date: September 2020  
Reviewed: 2<sup>nd</sup> September 2020 - CGH

The Emscote school aim to raise aspirations, challenge stereotypes and encourage students to consider a wide range of careers. Through careers education, information, advice and guidance (CEIAG) it is hoped that students will be encouraged to make the most of their talents and to go on to jobs or courses which suit their needs, interests and abilities.

We aim to provide:

- access to accurate, up to date careers advice
- advice that enables students to make informed choices about a broad range of career and/or educational or employment options
- careers advice that enables individuals to fulfil their potential

We also aim to:

- develop a broad understanding of the world of work and an ability to respond to changing opportunities
- develop independent research skills so that they can make good use of information and guidance develop and use their self-knowledge when thinking about and making choices
- develop their understanding of employability skills and how to enhance these as individuals
- develop the skills they need to review achievements, plan future actions, make decisions, present themselves well and cope with change and transition.

We recognise that the process of making career decisions can be a lengthy one and that many of our students will make their final choices only after completing their GCSE's. We also recognise that the apprenticeship route, including higher apprenticeships, would be most suitable for, and the choice of, a significant proportion of our students. The information and support provided must be without prejudice and with rigour for all post 16 options.

Commitment;

The Board of Trustees and staff are committed to:

- The provision of resources and advice to enable students to understand and develop career choices and to ensure that careers education is seen as part of the overall curriculum and learning framework for all years
- Encouraging students to achieve and to be ambitious
- Involving students, parents and carers in the further development of careers work
- Working with Services for Young People so that no student is disadvantaged in gaining access to education, training or work

Careers education helps our students develop the knowledge and skills they need to make successful choices, manage transitions in learning and move into work or further education. Through guidance students are able to use their knowledge and skills to make the decisions about learning and work that are right for them. Progress in students' self-development and understanding of careers is regularly monitored.

Careers Education is delivered through discrete lessons for Year 9, 10 and 11. The focus is upon... self-development- understand themselves and the influences on them Career Management make and adjust plans, to manage change and transition.

In addition we organise:

- Careers convention for students in Years 10 and 11
- Practice interviews for students in Years 10 and 11
- Work experience for Year 10 students, a day per week over the year.
- Workshops about the various post 16 options
- Assemblies from colleges and training providers
- Individual Careers guidance takes place on a one to one basis and is delivered by an impartial Careers advisor who is in school once a week and uses the Gatsby benchmarks:

### **The eight Gatsby benchmarks of Good Career Guidance**

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each 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

This guidance is supported by the careers enrichment work undertaken by form tutors during tutorial time. All staff are encouraged to support careers guidance by promoting their subject, sharing different pathways to future careers and raising students' aspirations.

**Equal opportunities** - we promote equal opportunities and try to use every opportunity to challenge stereotypes and to raise aspirations. Lessons about stereotypes in employment are taught and we monitor careers resources regularly to ensure that they encourage both boys and girls and students from minority ethnic groups to enter different careers.

### **Monitoring, evaluation and review**

The careers programme is monitored regularly and amended after an annual review with staff, Board of trustees and staff. Students' opinions are actively sought as well as the views of different stakeholders. Relationship to other parts of the curriculum and other policies are routinely sought. Careers education is conducted in accordance with the school's equal opportunities policy, external visits policy and other relevant policies. The whole school remit of careers is recognised and the curriculum is developed.

### **Review**

This policy is monitored by the Board of Trustees and will be reviewed annually.