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| Policy: **Careers Education and Guidance** | Sidmouth College Logo 2 Colour**SIDMOUTH COLLEGE**  *believe ⚫ inspire ⚫ succeed* |

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| **1.0** | **Vision for Careers Education and Guidance** |
|  | Sidmouth College seeks to maximise the life chances of all our students and prepare them for life beyond college by developing their knowledge, skills and attributes. |
|  | The governing body has adopted this policy to provide a clear commitment to and framework for Careers Education and Guidance |
| **2.0** | **Statutory Requirements** |
|  | Sidmouth College is committed to meeting statutory requirements by achieving and maintaining the Gatsby Benchmarks  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 |
| **3.0** | **Learner Entitlement** |
|  | Every student is entitled to high quality career education and guidance as part of their overall education that is impartial and confidential. It will be integrated into their experience of the whole curriculum, based on a partnership with students and their parents or career, a range of business partners, colleges, universities and training providers |
|  | Students in Year **7** will have an introduction to careers and employers and will have a first introduction to employability skills |
|  | Students in **Year 8** will engage with employers to link curriculum to careers and start to recognise their own skills. All students will have access to a Careers Interview |
|  | Students in **Year 9** will discover further the choice of careers and choose the the right GCSE options for them. They will learn about different job roles from employers and develop their skills All students will have access to a Careers Interview. |
|  | Students in **Year 10** will learn about Post-16 and beyond and prepare for work experience. All students will have access to a Careers Interview. |
|  | Students in **Year 11** will plan in detail for their future routes post 16 considering their goals and future aspirations. They will be supported with a careers interview. We will offer interactions with a range of business partners, colleges and training providers to support their decision making.  **Post 16 students** will explore routes post 18 including Apprenticeships, Degree Apprenticeships, University courses and work options. Year 12 students will have the opportunity for work experience. All students will have access to a Careers Interview |
| **4.0** | **Management and Delivery** |
|  | Effective management by Heads of Department and line managers supports the achievement of the goals of the policy and ensures that time, funding and training are available to support the Careers education at Sidmouth College. |
| **5.0** | **Roles and Responsibilities** |
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|  | The governing board are responsible for overseeing the development and implementation of the Careers policy and strategy. |
|  | The senior leadership team are responsible for supporting the teams delivering careers through the curriculum and Careers and work-related learning events. |
|  | The Careers Leader is responsible for coordinating the careers programme at Sidmouth College. They work closely with the schools’ staff and are responsible to a Vice Principal. Student guidance is managed through the school’s pastoral system. The Careers Leader, in conjunction with externally contracted Careers advice and guidance practitioners plan 1-1 advice and guidance interviews. Work Experience is planned and implemented by the Careers Leader. |
|  | All staff are expected to contribute to the career’s education and guidance programme through their roles as tutors and subject teachers. Careers education is to be planned, monitored and evaluated by the Careers Leader in consultation with Senior Leadership team, Personal Development Coordinator and Head of 6th Form. |
| **6.0** | **Staff Development** |
|  | There will be training to support all staff, this will range from face to face training, allocation of reading resources and training materials or work experience as appropriate. |
| **7.0** | **Funding and resourcing** |
|  | Funding is allocated in the annual budget. Sources of external funding will be actively sought. |
| **8.0** | **Teaching, learning and assessment** |
|  | We recognise the importance of basing our approach to teaching, learning and assessment on evidence of what works in career education and guidance and Career Learning Outcomes have been identified for all years in conjunction with the Personal development coordinator and Head of 6th Form. |
| **9.0** | **Information, advice and guidance** |
| **10.0**  **11.0**  **12.0**  **13.0** | We will ensure that all students have access to independent and impartial careers education and guidance.  **Development**   |  | | --- | | This policy was developed and is reviewed annually through discussions with teaching staff, students, parents, governors, advisory staff and other external providers.  **Partnerships**  A Partnership Agreement is negotiated between the school and externally contracted Careers advice and guidance practitioners, Local organisations who carry out Work experience ‘Duty of Care Checks’ identifying the contributions to the programme that each will make. Other partnerships are with Parents, ` The Chamber of Commerce, Local Colleges, Schools, training providers, Universities, Business’ & Heart of the South West (HOTSW) Careers Hub (CEC). |   **Monitoring, review and evaluation.**   |  | | --- | | All events and activities are evaluated to ensure they meet the objectives and improvements are made for the next academic year based on the evaluations.  The partnership agreement with our independent career’s advisers will be reviewed annually by the Vice Principal, Careers Leader, and the organisation.  Ongoing work with Business Partners, Colleges, Training Providers and Universities seeks to foster positive relationships, share good practice to support Sidmouth College in development of the Careers programme. | |  |   **Link with other policies/documents.**  This policy is underpinned by the school’s policy for teaching and learning, assessment, recording and reporting achievement, personal development, enterprise and work-related learning, equal opportunities, health and safety, special educational needs, Training provider Policy, Careers strategy and The School Improvement Plan. |

Approved

(Draft prepared March 2023)

Approved

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