

# Easthampstead Park Community School

## (IAG) Careers Policy



### **Vision**

Easthampstead Park is first and foremostly a Community school. We believe 'It takes a village to raise a child'. An entire community of people interacting with our students is the keystone of our careers programme. Working with organisations and businesses, to deliver a relevant, effective and transformative career experience for all students and their families.

We are committed to enabling our students through our Careers programme. Delivering meaningful Information, Advice and Guidance (IAG) in a range of learning environments. This is achieved through strong departmental support, rewarding work experience, and positive interactions and role models. We strive for the IAG experience to develop wellbeing in all of our students.

### **Rationale**

Berkshire represents a varied labour market, with opportunities across small and medium and large businesses. A high percentage of job opportunities/apprenticeships are with multinational companies. Berkshire offers a diverse range of amazing opportunities and careers available in the STEM sector for young people. We believe it is crucial that our school and employers work together, to explore these opportunities, and motivate students to make informed career choices.

It is vital that our students have access to accurate, impartial and objective advice and guidance to make informed choices about their future. The school must be able to help all individual students, irrespective of ability, to make informed decisions at all stages of their experience and development.

### **Easthampstead Park Careers Programme ensures Information Advice and Guidance (IAG) delivery must:**

- Empower young people to plan and manage their future pathways,
- Respond to the needs of the learner.
- Provide appropriate and practical information and advice.
- Raise aspirations.
- Actively promote equality of opportunity and challenges of stereotypes.
- Provide effective Labour Market Information (LMI) to aid decisions.

The school is committed to providing all students in Years 7-13 with a careers programme which is embedded into the curriculum and includes a variety of enrichment activities. The programme has been developed in line with the eight **Gatsby benchmarks** for ensuring best practice and to meet the requirements of the Department for Education's statutory guidance 2018.

## **The Gatsby Benchmarks**

1. A stable careers programme.
2. Learning from career and labour market information.
3. Addressing the needs of each student.
4. Linking curriculum learning to careers.
5. Encounters with employers and employees.
6. Experience of workplaces.
7. Encounters with further and higher education.
8. Personal guidance.

## **Aims**

### **Effective IAG will provide opportunities for students to:**

- Investigate and implement career/post school prospects.
- Experience the working world and personalised opportunities.
- Have the skills, knowledge and attitude to make well-informed, realistic decisions.
- Students should have the opportunity to plan their future choices and understand how to access IAG to improve their life chances.
- Understand how educational achievements are linked to maximising their potential future choices.
- Develop skills and attitudes necessary for adult and working life.

### **Through the provision of rich and varied activities, we aim to:**

- Encourage the best possible progress and the highest attainment for all students.
- Enable students to make connections across different areas of learning.
- Help students to think and work creatively and solve career-related problems.
- Develop students' capacity to learn and work independently and collaboratively.
- Enable students to respond positively to opportunities, challenge and responsibility with the appropriate IAG.
- Enable students to acquire and develop a broad range of transferable skills, knowledge and understanding to equip them for the working world or their personalised pathway.
- Give updated IAG on further educational facilities, work experience opportunities and LMI to parents.

### **The Careers Leader will ensure that:**

- Guidance is followed in line with an annual appropriate careers audit using the Gatsby benchmark pilot scheme and update when necessary throughout the year.
- Student's summative progress is monitored and evaluated.
- Students have access to a dedicated careers week with opportunities to meet a range of providers and take part in careers activities across the curriculum.
- Long term plan for careers and IAG are kept up to date on the school website. Students in Years 10, 11 and 12 have the opportunity for individual, impartial careers guidance interviews with a careers advisor.
- Staff are kept up to date with relevant changes to ensure Gatsby benchmarks are being delivered within school.

- Teaching of careers is relevant across all stages in school.
- Students from year 7-13 have access to encounters with a variety of employers and businesses.
- Relevant FE providers have access to students from year 10 to 13 to inform them about the varied career options open to them and courses and qualifications they offer and what each option entails.

### **Responsibilities of the Governing Body**

Section 42A of the Education Act 1997 requires governing bodies to ensure that all registered pupils at the school are provided with independent careers guidance from year 8 (12-13 year olds) to year 13 (17-18 year olds).

### **The Governing Body must ensure that the independent careers guidance provided:**

- Is presented in an impartial manner, showing no bias or favouritism towards a particular institution, education or work option;
- Includes information on the range of education or training options, including apprenticeships and technical education routes;
- Is guidance that the person giving it considers will promote the best interests of the pupils to whom it is given.

[DfE Statutory Guidance, January 2018]. The Governing Body will also ensure that it receives regular reports on the functioning of all aspects of the policy, including those which affect the health and safety of students and will scrutinise these reports through the appropriate committee.

### **Arrangements for Monitoring and Evaluation**

Evaluation has a crucial role to play in ensuring that the student's needs are being met and in determining the extent to which the IAG programme is meeting its declared aims and outcomes. The aims and outcomes are defined by the Gatsby Benchmark guidelines.

Evaluation of the IAG programme is an on-going and cyclical process and all aspects are regularly reviewed and monitored to inform future policy planning. Evaluation also includes the views of work experience employers, training providers, governors, students and parents. Their views are elicited via, discussions, surveys, and questionnaires.

This policy is available on the school website and a paper version is available on request from the school office.

<b>Reviewed and Revised:</b>	<b>June 2020</b>
<b>Reviewed and agreed:</b>	<b>Assistant Headteacher, Business and Careers</b>
<b>Date of Next Review:</b>	<b>Student Support Committee</b>