

# Careers strategy and guidance.

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### **Vision:**

Our vision is to ensure that all pupils at Aldworth have and are able to identify the skills and experiences that they have received at school to benefit them in their next stage beyond school. With an ever-changing careers platform, we hope that all pupils will strive to achieve to the best of their ability ensuring that many doors are open to them, in order to 'Build a Brighter Future'. In KS3 pupils will use the skills builder programme to aid them and then move on to build their CV's and personal statements with the Start programme in KS4.

We strive to ensure that students with special educational needs and disabilities, or those from disadvantaged groups, can aspire to and obtain any career equal to their peers. We will challenge perceptions and raise aspirations so that subject and career choices are free from gender bias and students know how to look beyond their immediate environment to explore new and exciting possibilities.

### **Aims:**

At Aldworth we are committed to developing our Careers education by gaining feedback from all that contribute to the success of this programme including; students, parents, staff and governors. We will aim to provide both students and parents with high quality information on post 16 options and the labour market. All pupils by the end of year 11 will have had at least one opportunity to meet with an external careers advisor to help them make confident informed choices.

### **Statutory Requirements:**

We have developed our programme alongside the statutory guidance provided by The Department for Education, issued under Section 45A of the Education Act 1997. The current guidance refers to the following legislation;

- Section 42A, 42B, 45 and 45A of the Education Act 1997
- Section 72 of the Education and Skills Act 2008
- Schedule 4 (15) of the School Information (England) Regulations 2008

The latest guidance was updated on the 1<sup>st</sup> September 2022 and states;

Maintained schools and academies in England must have regard to it when carrying out their duty to ensure that there is an opportunity for a range of providers to access pupils to inform them about

technical education and apprenticeships. Maintained schools, academies, further education colleges and sixth form colleges must also have regard to it when carrying out their duty or funding requirement to provide pupils with independent careers guidance.

The latest guidance has updated the following provisions and Aldworth will plan the careers programme in accordance with this;

The Act amends the existing duty, in Section 42A of the Education Act 1997, that requires maintained schools, special schools and pupil referral units in England to secure independent careers guidance to pupils in school years 8 to 13. The Act extends the duty to all pupils in state-funded secondary education, meaning that schools must now secure independent careers guidance from year 7. The Act also establishes consistency across education settings by extending the statutory duty to academy schools and alternative provision academies in England.

To read the full document you can access it here;

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1103188/Careers\\_statutory\\_guidance\\_September\\_2022.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1103188/Careers_statutory_guidance_September_2022.pdf)

### **Careers provision:**

During their time at Aldworth, all students can expect:

- To be introduced to careers during assemblies and to be signposted to the various sources of careers information.
- To be introduced to the careers available in different curriculum areas through assemblies, lessons, homework's and class displays
- Support to help make the right choices in Year 9 and Year 11
- By the age of 14, to have had the opportunity to learn how the different STEM subjects help people to gain entry to a wide range of careers
- Access to up-to-date and unbiased information on future learning and training, careers and labour market information (LMI)
- To have access to the careers section on the school's website and additional FE, HE and Careers resources in the Careers Zone and Library.
- Support to help make informed career decisions including preferred learning style and future career aspirations.
- External opportunities linked to FE, HE & Careers are advertised to students via tutors, assemblies and Satchel.
- Career education during KS3 PSHE lessons, using the skills builder programme and at least one opportunity to explore LMI annually.
- Career education during KS4 PSHE lessons, including Where Next? Looking at post 16 options and economic well-being. Plus, an introduction to START a resource useful for planning and drafting CV's and personnel statements.
- To hear from a range of education and training providers, including colleges, universities and apprenticeship organisations; this could include visits and taster days, as well as assemblies, talks and careers fairs
- The opportunity to attend college application workshops, led by the colleges to help them understand how to make applications for the full range of academic and technical courses
- Access to one-to-one guidance with a trained, impartial careers adviser. This is available to students of any Year group but is most relevant in Years 10 and 11.

- The opportunity from Year 7 to take part in a variety of extra-curricular clubs and trips to help develop an understanding of a range of different subjects and people that work in those curriculum areas
- To be asked their views about the service they have received to ensure that the service continues to meet the needs of the students.

### **Careers provision for Students from vulnerable groups:**

- Personalised support from the SENCO, careers advisor and external bodies is used where appropriate to guide students with special educational needs.
- Prioritised Careers appointment with our external Careers advisor in Year 10 and a follow up in year 11 where necessary are given to all disadvantaged students.

### **Careers Advisor :**

At Aldworth students have access to an independent Careers Advisor, provided by The Basingstoke Consortium, who works alongside the Career Lead. The Careers Advisor will work with the Career Lead to develop a Careers Development Plan for the school. This is in line with the Gatsby Good Careers Guidance and the Gatsby 8 Benchmarks.

### **Gatsby Benchmark:**

At Aldworth we measure our careers programme using the Compass Self-assessment tool. This assess' our strengths and development needs against the Gatsby Benchmark. Below highlights our current provision, every year we aim to extend what we provide in order to improve the experience for our pupils.

<b>Gatsby Benchmark</b>	<b>Current Provision</b>
<b>1. A stable career programme</b> All stakeholders should fully understand the Careers Education programme	<ul style="list-style-type: none"> <li>• The programme will be continually monitored and approved by SLT, details will be available for all to view on the website.</li> <li>• Careers Events will be published throughout the school including via the parent bulletins and will be accessible to Students, Teachers, Employers and Parents/Carers.</li> <li>• The school has appointed a Career Leader who will liaise with members of SLT.</li> </ul>
<b>2. Learning from Career and labour market information</b> All students and parents should have access to good quality information about future study options and job markets	<ul style="list-style-type: none"> <li>• A careers hub has been created within the year 11 Zone, whereby information of LMI has been advertised in and around the Zone.</li> <li>• KS4 students have access to an external career's advisor.</li> <li>• Opportunities and information are shared with both students and parents via their tutors and the parent bulletin.</li> </ul>

	<ul style="list-style-type: none"> <li>Most students will have access to Careers and Labour Market Information through the Careers Programme taught in PSHE.</li> </ul>
<b>3. Addressing the needs of each student</b> Students have different career guidance that is tailored to the needs of each student at different stages across their time at Aldworth.	<ul style="list-style-type: none"> <li>Student Destination Data is requested from year 11 students and recorded on an annual basis to be shared with the Local Authority.</li> <li>SEN and disadvantaged students can access a variety of relevant employers and further education opportunities, with priority for career advisory appointments and support from SEN and disadvantaged teams.</li> <li>The school actively seeks to raise the aspirations of all students by maintaining links with local colleges and employers from a cross section of sectors.</li> <li>Alternative provision is offered to our students via pathways, enabling many of those in attendance to gain careers and enterprise experiences.</li> </ul>
<b>4. Linking Curriculum Learning to careers</b> Each department should work towards the careers programme.	<ul style="list-style-type: none"> <li>By the time students leave, they will have experienced curriculum learning (especially English, maths, science and PSHE) that highlights the relevance of their subject to future career paths through lessons, workshops, classroom displays, school trips and visits and assemblies.</li> </ul>
<b>5. Encounters with employers and employees</b> All students should have multiple opportunities to learn from employers about work, employment and the skills they need.	<ul style="list-style-type: none"> <li>Students have multiple opportunities to learn from employers about work, employment and skills that are valued in the workplace, through PSHE lessons, Career Talks and workshops, assemblies, school visits and interview Day in year 10.</li> </ul>
<b>6. Experiences of workplaces</b> Every student should have first had experience of the workplace	<ul style="list-style-type: none"> <li>Local, employers, businesses and professional networks are utilised for mock interviews and one to one guidance for CV writing.</li> <li>Most students will have the opportunity to attend highlighted to any career fayres in the local area.</li> </ul>
<b>7. Encounters with further and higher education</b> Every student should understand the full range of learning opportunities that are available to them.	<ul style="list-style-type: none"> <li>By the time students leave Aldworth they would have had a talk by the main 4 colleges in the area to help with post 16 choices.</li> <li>Local colleges also attend KS4 curriculum evenings and year 9 options.</li> <li>ASK apprenticeships work with the school to provide clear and up to date information for the students. This is all part of the PSHE programme.</li> </ul>
<b>8. Personal Guidance</b> Every student should have opportunities for guidance interview with a career adviser	<ul style="list-style-type: none"> <li>All students, by the time leave Aldworth will have at least one opportunity to meet with an external career's advisor.</li> </ul>

