

Careers Policy

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DARWEN VALE

An Aldridge Community Academy

Darwen Vale Careers Education, Information, Advice & Guidance, Work Related Learning Policy



We believe that people from a range of backgrounds and experiences can enhance the life and development of the institution and that all individuals should be treated on the basis of individual merit and without prejudice. The Academy will therefore aim to provide an education service which actively promotes equality of opportunity and freedom from discrimination on grounds of age, cultural background, economic status, disability, ethnicity, gender, religion/belief, marriage/civil partnership or sexual orientation in both education and employment. We will strive vigorously to remove conditions which place people at a disadvantage and will actively combat bigotry and discrimination. The Academy expects all employees, students and associated partner organisations to endorse this policy.

Definitions

Careers Education is defined as a planned programme of curriculum activities and learning experiences that helps people to:

- Understand themselves and the influences on them (self-development)
- Investigate opportunities in learning and work (career exploration)
- Make and adjust plans to manage change and transition (career management)

Careers Information, Advice and Guidance is defined as support to help students and prospective students, make and implement well-informed realistic decisions about their careers and manage transition, through one to one and group activity.

Employability will give students access to local vacancies and Labour Market Intelligence to help students make well informed decisions.

Impartial can be defined as fair and unbiased.

Aims

- To help students develop an understanding of themselves and others as individuals including their own and other's strengths and limitations, abilities and potential, personal qualities, needs, attitudes and values.
- To enable students to develop a knowledge and understanding of education, training and employment through investigating opportunities available to them at a local, national and international level.
- Get the support they need to make well informed, realistic decisions about their future To support students in developing and implementing action plans to enable them to take ownership of their own future.

Principles Underpinning Impartial Careers Education

- Empowers young people to plan and manage their own future.
- Responds to the needs of each learner.
- Provides comprehensive information and advice.
- Raises aspirations.
- Actively promotes equality of opportunity and challenges stereotypes.
- Helps young people to progress.

Objectives for Careers Education and Guidance At Darwen Vale students will have the opportunity to:

- Through careers education, information, advice and guidance.
- Consider their own qualities, skills, interests and academic potential.
- Understand the options/choices open to them at the end of Key Stage 3, Key Stage 4 and Key Stage 5.
- Discuss their choices with their teachers, tutors, parents, employers and professionals.
- Investigate knowledge and skills people need at work.
- Make decisions about their own learning and the curriculum.
- Access careers information in the Library, lessons and tutor time.
- Participate in work related activity e.g. National Careers Week activities, employability and self-employment skills development and for some, volunteering programmes.

Investigate the knowledge and skills people use at work through opportunities in the curriculum, master classes, internships and employer engagement.

- Speakers from the world of work in schools
- Engage in workplace visits
- Work 'taster' events such as games and competitions
- Attend careers fairs and career networking events e.g. Blackburn's Inspiring
- Access to open days at further and higher education institutions
- Access to creative online resources and labour market intelligence
- Help with basic career management skills like CV writing, CV building, job searches and job interviews during tutor time and careers sessions.

Implementation & Impact of Careers Education

Careers Education is delivered through National Careers Weeks events (led by the Careers CoOrdinator), the Curriculum (led by Head of Departments), Assemblies and Tutor Time (led by AP & Careers Co-Ordinator) and the PSHEE programme (led by PSHEE Lead) with all events being monitored and tracked via Compass+. Activities include but are not limited to:

- Careers Fairs
- Employer encounters such as speed networking carousel and curriculum guest speakers
- Work place visits for work experience sessions
- College and University visits
- CV and Personal Writing sessions
- Collaboration with organisations such as NCS and The Access Project
- Mock Interviews
- 1-1 Independent CEAG meetings
- Apprenticeship Provider sessions

An overview of the Careers Programme can be accessed by young people, parents, carers, teachers and employers from the school website from the tabs "Personal Development" and then "Careers".

Impact is measured using Compass+ and evaluating against the Gatsby Benchmarks. Destination data for 3 years after students have left is collected to establish routes students have progressed to. New Directions report NEET (Not in Education, Employment or Training) in the Spring term of each year which enables a comparison of students that are NEET compared to National Average.

Equality and Diversity

Careers Education is provided to all students and provision is made to all students to access the curriculum. Students are encouraged to follow career paths that suit their interests, skills and strengths with the absence of stereotypes. All students are provided with the same opportunities and diversity is celebrated.

Resources to Support Careers Education and Guidance

The Library, IT access, school website, careers literature, prospectuses, application forms are available to students. CXL Advisor (Careers) are also:

- Available to all students with additional support for SEND & Vulnerable students via an appointment if needed.
- Available at Options Evenings, Parents' Evenings, Open Evenings and at some National Careers Weeks events.

There will be extra support where appropriate. Students in Years 9, 10 and 11 are targeted for additional help by SENCO and Form Tutor.

Taster Days at College, Visits to HEI, Attendance at post 16 Open Day events, Careers fairs etc.

Appropriate IT resources – National Careers Service, CEC, MyPath.

Parents and Carers

Parental/Guardian involvement is encouraged at all stages. This is promoted through the distributions of the Academy information highlighting key events and the school website. Parents/Guardians are welcome to attend career interviews.

Safeguarding

We are committed to our responsibility to safeguard and protect the interests and welfare of young people.

We understand the benefits of a multi-agency approach to safeguarding, child protection and family support and we expect all employees, stakeholders and volunteers to share this commitment. All employees receive training so that they can respond quickly to at-risk young people and vulnerable adults. We work closely with local Safeguarding Boards and have established policies and procedures to support our commitment to the welfare and safety of all our students. This extends to work related learning and off site activities.

In addition, the Academy is satisfied that the pupil has been prepared sufficiently to:

- Avoid potential situations where they may be vulnerable
- Be able to respond appropriately should they have concerns or if an incident occurs

Monitoring, Review and Evaluation of CEIAG Programme

The LT members with responsibility for Careers are responsible for ensuring the CEIAG programme is reviewed and evaluated in line with Academy monitoring processes i.e. Student Voice/Stakeholder Voice, Parent Voice and Personal Adviser. The process of review and evaluation incorporates the following:

Completion of the Careers Development Tool at faculty and whole school level.

Use of the LRC and review of contents to ensure relevant/up-to-date

National Careers Week

Global Entrepreneurship Week

CPD activity undertaken in relation to CEIAG

Student Reviews

Employer Engagement Evaluations

Analysis of destination information to monitor the number of students who progress into training, education and work in relation to labour market trends.

Ensuring that all staff working with young people are offered and access ongoing training about qualifications/progression pathways and other relevant subjects.