



Career Guidance Policy

Introduction

Careers education, information, advice and guidance are essential to prepare young people for the opportunities, responsibilities and experiences they will encounter at school, in further education and in working life. The Beeches' careers program aims to help all students make a successful transition to adulthood by:

- Supporting them to achieve their full potential
- Empowering them to plan and manage their own futures
- Providing comprehensive information regarding all of their options
- Raising aspirations
- Supporting inclusion by promoting equality, diversity, social mobility and challenging stereotypes
- Enabling young people to sustain employability and achieve personal and economic wellbeing throughout their lives
- Promoting participation in learning

School Policy

This policy outlines the purpose, nature and management of careers education at The Beeches and has been developed in consultation with all stakeholders, including governors, staff, pupils and parents/carers.

Statutory Requirements

Young people can leave school or college between the ages of 16 – 19; however, since 2015, there has been a legal requirement for all young people to continue in learning or training until they are 18.

Further information can be found by visiting <https://www.gov.uk/know-when-you-can-leave-school>

Education/Guidance

The Beeches School is committed to career, employability and enterprise learning and development and fulfilling our statutory obligations by providing a best practice careers service to all students.

The careers programme reflects and embodies the overall vision of The Beeches School and is included in the School Development Plan

The careers programme at The Beeches School follows the principals of the **Gatsby Benchmark** which sets out a framework of good practice:

- A stable and embedded programme of careers education and guidance
- Good quality information about future study options, jobs and the labour market
- Opportunities for advice and support tailored to young people's needs
- Subject teaching linked to careers
- Opportunities to learn from employers and employees
- Experiences of workplaces
- Opportunities to hear from representatives of FE, HE and apprenticeship providers

Delivery

The Beeches School is committed to providing a planned programme of careers education activities to all students, including the opportunity for all students to access impartial information and expert independent advice and careers guidance. The vast majority of this will be facilitated by the curriculum leader of Careers, who will work with students to identify and meet their needs in preparing for the future. The curriculum leader of Careers will discuss possible careers with our students; identify work experience placements and also provide information regarding possible courses for Post 16 learning experiences.

The Beeches is also committed to maximising the benefits for all students by adopting a whole school approach involving parents, carers, external careers providers, employers and other local agencies, the wider community and FE and HE establishments.

- to engage with outside providers of education and training
- to engage with local employers
- to promote employability skills through all areas of school life
- to keep parents informed so they can support their children,
- to promote high aspirations
- To embed careers education, information, advice and guidance in the school curriculum

The school will measure success by ensuring that:

- Students are ready for their next steps after leaving The Beeches
- Students are resilient and ready for change
- Students take charge of their own futures
- There are no NEET students
- There is a strong and embedded Student Voice within the school
- All success measures and reflected in feedback from OFSTED

Parents and carers have the right to request information regarding the careers program at The Beeches and all requests should be put in writing to the Head of Education, Emma Sutters.