



THE PRIORY
LEARNING TRUST

Careers guidance

Policies approved by the Board of Trustees


Signed: 

Name: Barry Wratten

Date: 1st September 2020

Chair of Board of Trustees

Authorised for Issue

Signed: 

Name: Neville Coles

Date: 1st September 2020

Chief Executive Officer

History of Policy Changes

| Date | Version | Author | Origin of Change e.g. TU request, change in legislation | Changed by |
|----------|---------|--------------|---|--------------|
| Jan 2018 | 1 | James Wilmot | Legislation | James Wilmot |
| Jan 2019 | 2 | James Wilmot | Inclusion of TKASA in TPLT | James Wilmot |
| May 2019 | 3 | James Wilmot | Review of policy. No change | James Wilmot |
| May 2020 | 4 | James Wilmot | Inclusion of Trust-wide careers policy | James Wilmot |

This policy applies to The Priory Learning Trust (TPLT) and all its academies.

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| Date policy adopted | September 2020 |
| Review cycle | Annual |
| Review date | May 2021 |

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The Priory Learning Trust Careers Policy

1. Aims

We aim to raise aspirations, challenge stereotypes and encourage students to consider a wide range of careers. Through careers education, information, advice and guidance (CEIAG) it is hoped that students will be encouraged to make the most of their talents and to go on to jobs or courses which suit their needs and intelligence.

In particular we intend our students to:

- Develop a broad understanding of the world of work and an ability to respond to changing opportunities
- Develop independent research skills so that they can make good use of information and guidance
- Develop and use their self-knowledge when thinking about and making choices
- Develop their understanding of employability skills and how to enhance these as individuals
- Develop the skills they need to review achievements, plan future actions, make decisions, present themselves well and cope with change and transition.

The process of making career decisions can be a lengthy one and that many students will make their final choices only after completing their higher education course or after studying A Levels, BTEC or T Levels at college. We recognise that the apprenticeship route would be most suitable for a proportion of our students. Therefore, we focus on helping students develop the attributes of bravery, kindness, curiosity and happiness to help them be equipped to make the appropriate career and life choices in the future. The information and support provided must be impartial and with rigour for all post 16 options.

2. Commitments

The Academy Council and staff are committed to:

- the provision of impartial resources and advice to enable students to understand and develop career choices and to ensure that careers education is seen as part of the overall curriculum and learning framework for all years
- encouraging students to achieve and to be ambitious
- involving students, parents and carers in the further development of careers work
- working with services for young people so that no student is disadvantaged in gaining access to education, training or work
- maintain a standard of excellence with CEIAG delivered by a careers team that is qualified, enthusiastic and informed.

3. Provision

Careers includes both education and guidance. Careers education helps students develop the knowledge and skills they need to make successful choices, manage transitions in learning and move into work. Through guidance students are able to use their knowledge and skills to make the decisions about learning and work that are right for them. Progress in students' self-development and understanding of careers is regularly monitored.

Further details of the careers programme can be obtained from the TPLT Director of Careers.

We provide a trajectory of events and activities for students to participate in from year 5 to year 13. Such as:

- careers conventions for students and parents every year
- career aspiration interviews for year 5
- career aspiration interviews for year 7
- university taster days for a significant number of year 8 students
- employability workshops for year 9 students
- work experience for year 10 students
- mock interviews for year 10 students
- workshops, college taster day and 6th form road trips to explore the various post 16 options
- assemblies from employers, colleges and training providers
- work experience for year 12 students
- university trips and UCAS support for year 12 students.

The careers programme and calendar of events of each TPLT secondary academy can be accessed via their websites:

<https://worle-school.org.uk/careers-parents>

<https://pcsa.org.uk/careers-1>

<https://www.tkasa.org.uk/careers>

Individual careers guidance takes place on a one to one basis and is delivered by an impartial Careers Advisor employed by each trust secondary academy under the management of the TPLT Director of Careers. All staff are also encouraged to support careers guidance by promoting their subject, sharing different pathways to future careers and raising students' aspirations.

4. Equal opportunities

We will promote equal opportunities and try to use every opportunity to challenge stereotypes and to raise aspirations. Lessons about stereotypes in employment are taught via PSHE and Citizenship and we monitor careers resources regularly to ensure that they encourage both boys and girls and students from minority ethnic groups to enter different careers.

5. Additional support

Additional support and resources are allocated to specific groups such as PP, In Care, risk of NEET and SEN to ensure that all students can access the careers programme appropriately and benefit from participation.

6. Monitoring, evaluation and review

The careers programme is monitored regularly and amended after an annual review. Students' opinions are actively sought as well as the views of different stakeholders.

The careers programme is self-assessed biannually via The Careers & Enterprise Company's Compass Assessment Tool to check for compliance against GATSBY BENCHMARKS.

Student destinations are tracked and further support provided via close liaison with appropriate local support services so NEET figures are kept to a minimum.

7. Relationship to other parts of the curriculum and other policies

Careers education is conducted in accordance with the trust's equal opportunities policy, safeguarding policy and other relevant policies. The remit of careers is recognised and the curriculum is developed alongside that of other areas so that careers education is an integral part of the whole school curriculum.

8. Management

The TPLT Director of Career has direct responsibility for the leadership of CEIAG and is line managed by The Strategic Lead for Academy Improvement.

9. Resources

Careers interviews take place in a dedicated interview space and drop-in sessions to support with work experience, completion of CVs and applications are offered on an open-ended basis. The Director of Careers and Careers Team have an open-door policy and the careers office is a regular venue for students to receive advice and get application forms or prospectuses.

10. Access arrangements

TPLT's arrangements for managing the access of providers to pupils at each academy details the purpose of giving them information about their education or training offers. This complies with the school's legal obligations under section 42B of the Education Act 1997.

Pupil Entitlement:

All pupils in years 7-13 are entitled:

- to find out about technical education qualifications and apprenticeships opportunities, as part of a careers programme which involves information on the full range of education and training options available at each transition point
- to hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships – through options, events, assemblies and group discussions and taster events
- to understand how to make applications for the full range of academic and technical courses.

11. Opportunities for access

A number of events, integrated into TPLT's careers programme, will offer providers an opportunity to come into schools to speak to pupils and/or their parents/carers. They should be a qualified professional who could be an appropriately trained member of school staff, to provide personal guidance interviews.

12. Stakeholders

Employer 'open door' and recruitment events will be included in the monthly career's bulletin and have a dedicated 'shout out' on social media.

13. Policy Review

The working of this policy will be reviewed by the Trustees annually. As well as examining the specific review data, the policy statement will be checked for continuing relevance against any changed statutory requirements.