



Five Acres High School Careers Policy

Approval and review

This policy is the responsibility of: **Headteacher**

This policy was approved by the Local Governing Body on: 1 February 2022

This Careers Policy applies to Five Acres high School, and all governors and staff of the school must abide with this policy.

It is the responsibility of the local governing body and Headteacher of the school to ensure their school and staff adhere to this policy. In implementing this policy, school staff must take account of any advice given to them by the CEO and/or Board of Trustees.

Five Acres High School is part of the Greenshaw Learning Trust. The Greenshaw Learning Trust is a charitable company limited by guarantee, registered in England & Wales, company number 7633634, registered at Greenshaw Learning Trust, Grennell Road, Sutton, SM1 3DY.

Introduction

Careers education, information, advice and guidance (GEIAG) is an essential part of the support we offer to students at Five Acres High School.

Effective careers support can help to prepare young people for the opportunities, responsibilities and experiences of life; it can help them to make decisions and manage transitions as learners and workers. As options for young people become more varied and complex, it is vital that we support them to develop the knowledge and skills they need to make informed choices for their future. As a result, the careers programme has a whole school remit designed to complement the rest of the Greenshaw Curriculum.

This policy sets out how career activities are delivered at Five Acres High School and explains what stakeholders can expect for the careers programme.

Aims and objectives

The Five Acres High School careers programme aims to:

- Encourage students to be ambitious, confident, creative, respectful and determined.
- Broaden their horizons and explore their own career aspirations throughout their life at school
- Ensure students' readiness to take their next step in their learning or career.

Five Acres High School follows the principles of the Gatsby Benchmarks (see references)

The objectives for the careers programme are as follows:

- Helping students understand the changing world of work
- Facilitating meaningful encounters with employers for all students
- Supporting positive transitions post-16 and post-18 (where relevant)
- Enabling students to develop the research skills to find out about opportunities both locally and nationally
- Helping students to develop the skills, attitudes and qualities to make a successful transition into the world of work
- Encouraging participation in continued learning, including further and higher education and apprenticeships
- Supporting inclusion, challenging stereotyping and promoting equality of opportunity
- Contributing to strategies for raising achievement, particularly by increasing motivation.
- Ensure all opportunities are inclusive of SEND and EAL students
- All work is in conjunction with all relevant parties including SEND and keyworkers

Student entitlement

All students are entitled to be fully involved in an effective CEIAG programme.

Students are encouraged to take an active role in their own career development, so the careers programme emphasises student participation with a focus on self-development; learning about careers and the world of work; and developing career management and employability skills.

During their time at Five Acres High School, all students can expect:

- The support they need to make the right choices during Key Stage 4 options and Year 11
- Access up-to-date and unbiased information on future learning and training, careers and labour market information
- Support to develop the self-awareness and career management skills needed for their future
- At least seven meaningful encounters with representatives from the work of work from Year 7 to Year 11; this could be through work experience, assemblies, Ivy League Lectures/Excellence Pathways Lectures, projects and visits
- To hear from a range of education and training providers, including colleges, universities and apprenticeship organisations and GROWS; this could include visits and taster days, as well as assemblies, talks and meetings at the academy
- The opportunity to talk through their career and educational choices with staff including form tutors and the careers team
- Access to one-to-one guidance with a trained, impartial careers adviser, by appointment; this is available to students in any year group. A meeting with an adviser independent of the academy can also be requested
- Greenshaw Learning Trust South West are to keep parents/carers informed of their progress and provide parents/carers with information to support students' career planning and decision-making via letters, emails and the school website as well as school social media platforms. Parents/Carers can attend careers meetings, by prior arrangement
- To be asked their views about the service they have received to ensure the service continues to meet the needs of the students
- The opportunity to attend World of Work Days and Careers Fairs, whether they are organised by school or outside organisations

Parental involvement

Young people do not make career decisions in isolation and parents/carers have a substantial impact, as well as a clear interest in the right outcomes for their young person.

Five Acres High School is keen to foster parental involvement in the careers programme, wherever possible.

Events for parents and carers

Parents/carers are invited to discuss their son/daughter's progress, on academic review events or by appointment.

Parents/carers will be invited to outside organisation events to discuss different industries and pathways. Such organisations could include GROWS or University of Gloucestershire.

Parents/carers are kept up to date with career-related events and activities affecting their son/daughter via letters and texts home, the school website and social media platforms. If requested, and with the student's agreement, a copy of the action plan from one-to-one careers meetings will be sent home. Parents/carers are welcome to attend careers meetings, by prior arrangement and, in some cases, will be asked to attend. They are also welcome to make contact with the Careers Lead at Five Acres High School, should they have any questions or concerns.