

Careers and Personal Development Education Policy

It is our belief that Careers and Personal Development Education enables young people to make informed choices throughout their lives therefore it is important that they are provided with the best careers information and guidance (CEIAG).

At Moat Community College, we have systemic different approaches to careers-related learning from years 7 to 11. These include specialist careers-based lessons in years 8 and 10. In addition to this the tutorial programme supports years 7, 9 and 11 with their careers-based education. In addition to the education within lessons and the tutorial programme we provide further careers related learning to inspire our students these include; assemblies, visits, visiting speakers, work experience and the use of alumni to work with current students. All of our students are expected to take part in work experience. This provides genuine work-related learning and further develops their employability skills.

c/f Gatsby benchmark 1 – stable careers programme

It is also our belief that teaching careers through the various subjects in the curriculum raises aspirations and enhances achievement across the curriculum therefore careers related learning contributes to the wider success of Moat Community College by providing positive outcomes for our students.

c/f Gatsby benchmark 4 – linking curriculum learning to careers

It is our vision that careers information, education and advice have influence in all areas of the curriculum and that all of our students have high quality, impartial careers guidance to encourage them to be well-informed when making subject and career decisions that will benefit their own well-being and contribute to the wellbeing of others. We believe all of our students should participate in a range of activities to develop their employability skills, preparing them for a working life appropriate for them. We want to inspire our students to overcome barriers, achieve social mobility and to believe that there should be no limit to their aspirations.

All of these opportunities at Moat allow us to develop a skilled workforce for the future that are prepared, flexible and adaptable for the changing nature of employment, therefore we take labour market information (LMI) into consideration.

It is worth noting that Careers and Personal Development Education is only timetabled in years 8 and 10, once a week, and therefore assessment in this curriculum area is largely via internal assessment which are highlighted in red within the policy.

As a school we have a statutory and moral duty to provide students with careers information, advice and guidance. We aim to provide students with the skills and attributes required to prepare them for the world of work. This will be achieved through a range of activities and sources to allow them to make informed decisions regarding their options, further education, higher education, apprenticeships, training providers and their future career pathways. During their time at Moat, students will also have access to impartial information, advice and guidance.

CAREERS INTERVIEWS

Careers interviews are conducted using a combination of specialists from LEBC and qualified internal staff. All year 11 students are assured an interview. In addition, some year 8, 9 and 10 students may also be interviewed. Vulnerable students are given priority and may be supported with a specialist from Connexions.

Referral may be made from a member of staff e.g. Year Achievement Coordinator or from a need assessment during careers lessons. Students are also free to request an interview.

c/f Gatsby benchmark 8 personal guidance

WORK EXPERIENCE

We are committed to work experience for all students in KS3 and KS4. This provides genuine work-related learning and further develops students' employability skills. The work experience programme is organised in conjunction with LEBC.

c/f Gatsby benchmark 6 experiences of work places and 5 encounters with employers and employees

EQUAL OPPORTUNITIES

The Careers Department supports the school's Equal Opportunities Policy and endeavours to implement it.

Inclusion is important to us; therefore we seek to actively support students from disadvantages backgrounds, including SEND, pupil premium, vulnerable and students in risk of being NEET.

c/f Gatsby benchmark 3 – addressing the needs of pupils

QUALITY ASSURANCE

We are one of the original Careers and Enterprise Company Hub schools, consequently, each term, we complete Compass + (an audit of the success of completing the 8 Gatsby Benchmarks), this is externally monitored by our Enterprise Coordinator. In addition to this our Enterprise Advisor works to quality assure our programme as do our governors. We also follow the annual schools QA process.

ADDITIONAL SUPPORT

In addition to the education within lessons and the tutorial programme, we provide further careers content to inspire our students, including: assemblies, visits, visiting speakers, work experience and the use of alumni to work with current students. It is our vision that careers information, education and advice have influence in all areas of the curriculum.

EXTERNAL CAREERS ORGANISATIONS

Moat Community College works with a large number of external organisations to ensure delivery of a high quality careers education and the fulfilment of the Gatsby Benchmarks, these include: LLBSP - Leicester and Leicestershire Business Strategy Plan, LEBC and Connexions.

EMPLOYERS/PROVIDERS

The Careers team would like to welcome any local employers into college to speak to students about specific industry sectors, local employment, employment skills, and training opportunities. This could be in the form of an assembly, talks in lessons or by participating in our events, for example - 'What's my job?'. Are you an employer or provider who would like to add to one of our events or help us with our careers work? Please contact the Head of Careers **Ms Hetal Sharma** hsharma@moat.leicester.sch.uk 0116 2625750

Hetal Sharma

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