

Careers policy statement

The Oswaldtwistle School



Approved by: Paul Bridge

Date: 9/03/2024

Last reviewed on: 24/04/2023

Next review due by: 1/03/2025

General Statement

The Oswaldtwistle School provides education and support through alternative provision to ensure that every learner reaches their full potential. We work with learners who are particularly vulnerable to becoming NEET. The school works collaboratively with internal and external partners to build a cohesive program for careers education to ensure that every student reaches their full potential. The development of careers within Oswaldtwistle School is a continuous priority within our schools improvement plan.

We will support students to help achieve their best intended outcome by raising aspirations and providing access to differentiated, impartial and independent careers information and guidance about the range of options.

Commitment

The Oswaldtwistle School is committed to providing a planned Careers program; this will be differentiated to suit the needs of each individual learner. Students will leave Oswaldtwistle School with the skills and knowledge required to support their entry to further education, training or employment. The Oswaldtwistle School work with the Local Authority and a wide



range of voluntary and statutory agencies to support our students who circumstances have made them vulnerable or hard to reach, including those with Special educational needs and those who are risk of becoming NEET.

The Oswaldtwistle School is committed to achieving and maintaining the 8 Gatsby Benchmarks, whilst closely working with the careers and enterprise company (CEC) and utilising the CEC compass benchmarks as an assessment tool.

The Oswaldtwistle School will commit to the following Gatsby Benchmarks:

1. A stable Careers program
2. Learning from Careers and Labour Market Information
3. Addressing the Needs of Each Pupils
4. Linking Curriculum learning to Careers
5. Encounters with Employers and Employees
6. Experiences of Workplaces
7. Encounters with Further and Higher Education
8. Personal Guidance

The Oswaldtwistle School has a duty to provide independent careers guidance for all students. Oswaldtwistle School will achieve this by commissioning a SLA with an independent Careers Advisor.

Careers Programme

The aim of our Careers programme is to raise the aspirations of all our students and to support them in making realistic decisions for post 16. Oswaldtwistle School Careers Programme ensures that every student gets important life skills that will better support them post 16:

- Prepare pupils for the transition to life after Oswaldtwistle School.
- Support pupils in making informed decisions which are appropriate for them.
- Provide pupils with well-rounded experiences.
- Develop personal characteristics such as social skills, communication, independence and resilience.
- Inspire and motivate pupils to develop themselves as individuals and live as independently as is possible.

A detailed outline of our careers programme can be found on the careers section on the school website.

Responsibilities

All staff will contribute to careers education and guidance through their role as tutors, pastoral and subject teachers. Outside providers deliver specialist sessions. The careers programme is planned, monitored and evaluated by the Head teacher, SLT, Careers Lead/Adviser.



Careers Team

Paul Bridge	SLT, Deputy Head Teacher, Strategic Lead for Careers
Dylan Fee	Careers Lead, TA
Tracie Evans	Independent Careers Advisor

Teaching Staff are responsible for delivery of careers education, by embedding Careers into their subject and contributing to the effectiveness of the overall programme.

Monitoring arrangements

Careers Education is monitored on a regular basis, via SLT meeting and meeting with our Careers team. This allows us to monitor and evaluate the current provision across the school. We encourage staff, students and parents/carers to provide feedback regularly.

The school's arrangements for managing the Careers Policy Statement are monitored by Paul Bridge (Deputy Head Teacher).

This policy will be reviewed by Paul Bridge (Deputy Head Teacher) Annually. At every review, the policy will be approved by the management Committee and The Head Teacher.

Support for pupils with Special Educational Needs or Disabilities

The Oswaldtwistle School maintains the aspirations for all pupils with special educational needs and disabilities (SEND) and will support them in preparing for their next phase of education or training. Further information about support for students with SEND can be found in the SEND policy which is available on the School website.

Statutory requirements and recommendations

The careers provision at Oswaldtwistle School is in line with the statutory guidance developed by the Department for Education, which refers to Section 42A and 45A of the Education Act 1997.

This states that all schools should provide independent careers guidance from Years 8 -13 and that this guidance should:

- be impartial
- include information on a range of pathways, including apprenticeships
- be adapted to the needs of the pupil

In addition, the school is compliant with the careers guidance that the government set out for delivery from 5 January 2018: 'Careers Guidance and Inspiration for young people in schools.' This states that all schools must give education and training providers the opportunity to talk to students about approved technical qualifications and apprenticeships.



Links to other policies

- [Safeguarding/child protection policy](#)
- [Careers guidance policy](#)
- [Provider Access policy](#)



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