

Parklands High School

Careers Policy



Introduction

Careers education, information, advice and guidance (CEIAG) is an essential part of the support we offer to students at Parklands 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, something which will be ever more relevant in the rapidly changing world we live in. It is vital that we support young people to develop the knowledge and skills they need to make impartial, informed choices for their future.

This policy sets out how career learning is delivered at Parklands and how this links with the school's aims of Learn, Respect, Aspire and Achieve.

Aims and objectives

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
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

Following the underpinning principles of the Gatsby benchmarks, we aim to:

- Encourage students to be ambitious and aspirational, broadening their horizons by exploring multiple career options throughout their time at school.
- Ensure that students are ready to take the next step in their learning or working lives.
- Help students to understand the changing world of work and their opportunities within this.
- Facilitate meaningful encounters with employers, both at school and in the workplace.
- Support positive transitions through KS3 into KS4 and post 16.
- Encourage participation in continued learning, including further and higher education and apprenticeships.
- Support inclusion, challenging stereotypes and promoting equality of opportunity.
- Contribute to strategies for raising achievement.

During their time at Parklands, all students can expect:

- The support they need to make informed choices for Key Stage 4 and post 16 options.
- Up to date, impartial 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 one meaningful encounter with representatives from the world of work each school year – this could be through careers fairs, careers talks and assemblies, work experience, speed networking, mock interviews, projects and visits.

- To hear from a range of education and training providers, including colleges, universities and apprenticeship organisations – this could include visits and taster days, assemblies, talks, careers fairs and meetings at school.
- The opportunity to talk through their career and educational choices with staff including form tutors, house achievement leaders, SLT and the Careers Leader.
- Access to one to one guidance with an impartial careers adviser; this is available to students from any year group, although in practice, Year 10 and 11 are most likely to access this service.

Parental involvement

Young people do not make career decisions in isolation and parents/carers can have a significant input, as well as a clear interest in the right outcomes for their child. The school is keen to foster parental involvement in the careers programme, wherever possible.

Events for parents/carers

Parents/carers are invited into school to discuss their child's progress at parents' evenings. House achievement leaders collect students' career aspirations during annual reviews, which are collated together with information from surveys and career meetings to allow informed discussion around progress relating to next steps, as well as academic progress.

Parents/carers are kept up to date with career-related events and activities via the weekly parent bulletin, the school website, social media and email. They are welcome to contact the Careers Leader at any time, should they have any concerns or questions.

Careers Education

The content of the taught careers education programme is based around the learning outcomes outlined in the CDI Careers Framework.

- Developing yourself through careers, employability and enterprise education
- Learning about careers and the world of work
- Developing your career management, employability and enterprise skills

Key Stage 3

Lessons might include transitions from primary to secondary and the changes needed to start to think about the adult world, what work is, how salaries relate to different jobs, stereotyping and equality of opportunity, how to find out about jobs, the skills needed for work, jobs of the future. Activities will support the KS4 GCSE options process.

Key Stage 4

Lessons include preparing to find and carry out work experience placements; CVs; interview techniques in preparation for mock interviews with employers; an introduction to post 16 options.

By the end of KS4, all pupils will have experienced a week at a work placement, had an interview with a local employer, have visited at least two local colleges for taster days, have spoken to a range of other post 16 providers (apprenticeship, traineeship, UTCs, universities) and had at least one interview with the Careers Leader.

Careers Information

Careers information is available in many forms: displays throughout school - including in classrooms, via bulletin, email, form tutor, assemblies, drop in sessions and on the website.

Online resources include Launchpad and Kudos, as well as links to a range of other trusted websites.

External Providers

A range of external providers are invited into school to support the careers programme. These might include local colleges, universities, UTCs, training providers, apprenticeship organisations, employers, school alumni or other organisations such as Future-U or Young Enterprise.

Monitoring and Evaluation

The careers offering at Parklands High School is constantly reviewed, monitored and re-evaluated, taking account of student, parent, staff and employer feedback following events and activities.

Destination data for students is published on the website.

Parklands High School is currently working towards the Inspiring IAG Quality in Careers Standard.

The Gatsby Benchmarks

www.gatsby.org.uk/education/focus-areas/good-career-guidance

The Career Development Institute Careers Framework

www.thecdi.net/Careers-Framework-2018

This policy was formally approved by the Governing Body on: 13th July 2020

This policy will be monitored and reviewed on an annual basis, to ensure that current legislation and best practice is recorded.

Chair of Governors

Headteacher

Review Date 12th July 2021

