Wey Valley College

Careers Policy

Rationale

A young person's career is their pathway through learning and work. All young people have an entitlement to a planned programme of activities to help them make decisions and plan their careers, both in school and after they leave Wey Valley College.

Aim

The Career policy at Wey Valley College.aims to make a major contribution to preparing young people for the opportunities, responsibilities and experiences of life, in order to help them make a successful transition to adulthood and a place of work. Through the guidance of the Gatsby benchmarks we strive to:

- Prepare students for the opportunities, responsibilities and experiences of life
- Support young people to achieve their full potential
- Empower young people to plan and manage their own futures
- Provide comprehensive information on all options
- Raise aspirations
- Promote equality, diversity, social mobility and challenging stereotypes
- Enable young people to sustain employability and achieve personal and economic wellbeing throughout their lives

Commitment

A planned progressive programme of CEIAG supports them in choosing pathways, suited to their interests and abilities. The end goal is to ensure students follow a suitable/appropriate career path and sustain employability throughout their working lives. It is a school's statutory duty to provide every student in year 7-11 with a careers education programme.

1. The School will ensure that it maintains and links with employers in order to provide:

- Careers talks and industry speakers.

- Vocational learning opportunities.
- Work experience.

2. Wey Valley College will provide an opportunity to send every Year 10 out on high-quality work experience.

3. That every student will have high-quality information about future study options and labour market opportunities, which will differ at each Key Stage.

4. Wey Valley College will lead on the development of student workplace skills through a curriculum delivered in the mainstream curriculum

5. Wey Valley College will ensure that every student will have opportunities to learn from employers about work, and visit places of work and that this will:

- Be recorded systematically;
- Be monitored to encourage all students to participate;
- Done for all students every year they are at school;

6. Wey Valley College will ensure that all students should be taught the full range of learning opportunities available to them at the end of each Key Stage, including:

- Information on apprenticeships, further education colleges and independent training providers;
- Raising aspirations of all students;
- Challenging stereotypical thinking, including in terms of race and gender;
- A meaningful encounter with sixth form or colleges by the end of Key Stage 4.

7. Wey Valley College will identify and record destinations of leaving students in Years 11, and will return to these destinations annually to review success rates in student destinations which:

- Will be done for at least three years;
- Will be shared with the local authority where necessary.

Wey Valley College will give learners the opportunity to leave with personal statement, CV and interview support.

Wey Valley College will evaluate its careers against its objectives to ensure high-quality delivery.

Curriculum

The careers programme includes planned careers education lessons in Prince's Trust unit Career Planning, themed lessons, careers guidance activities, (group work and individual interviews), information and research activities and action planning. Collapsed timetable sessions and other focused events, e.g. Options events take place during the year. It is also the responsibility of teachers to capture the imagination of our young learners and to have pathways available for pupils giving them the opportunity to explore these.

Staff Development

Staff training needs for planning and delivering the careers programme will be identified in staff development plans.

Monitoring, review and evaluation

A framework for monitoring the delivery of the careers programme is in place and external tools such as the Compass tool is used to evaluate careers provision against the Gatsby Benchmarks. The programme is reviewed annually by the Careers Leader through use of the Compass evaluation tool and staff and student feedback.