



Policy Document Title: Careers policy

Reviewed: 01/24 CMcS

To be reviewed: 09/25

**This policy is available on school intranet and website www.stvin.com*

Philosophy

Our core values at St. Vincent's mean we have the highest expectation of our students and their potential. We recognise that Careers Education, Information, Advice and Guidance (CEIAG) makes a significant contribution to preparing our students to be able to take their place as responsible adults within society, who can make informed choices and achieve personal and economic wellbeing throughout their lives. CEIAG will enable St. Vincent's students to develop key employability skills which are highly valued by employers, colleges, universities and apprenticeship providers. We also educate our pupils on the key principles of The Equality Act so they are never discriminated against while seeking or in employment.

Careers Education, Information, Advice and Guidance (CEIAG) refers to the activities, interventions and programmes that help young people make informed, positive choices about their future pathways, offering particular support at key points in their 11 – 18 education. At all points, our careers education aims to allow all students to make a positive contribution, feel valued and cared for as individuals and be well-informed about their options at each stage of their school life. We place particular emphasis on ensuring that students can access fully impartial advice (as referenced in DfE guidance) with our careers advisor and access to a wide range of external providers. At all points we seek to engage with the wider community, offering students experiences and advice from a wide range of employers and education providers in our local community and beyond, in keeping with the best practice set out in the March 2015 DfE publication "Careers Guidance and Access for Education and Training Providers in Schools" and all subsequent updates to July 2021. The policy is designed to comply with the Gatsby Benchmarks.

In addition to encouraging students to think about their future pathways, CEIAG provides an invaluable opportunity for us to motivate and inspire our young people to really fulfil their potential. This is why CEIAG is embedded within every key stage. We are committed to providing students in our care with the very best educational opportunities, helping guide them to make the very best possible choices with regards to their personal, social and educational development. We want all of our young people to make

informed choices and be equipped to make wider contributions to our local community and wider society. Our CEIAG aims to promote equality of opportunity, celebrate diversity and challenge stereotypes.

Aims

- Encourage aspiration, ambition and positive choices; enable students to develop their self-confidence.
- Equip our students with the knowledge and skills to evaluate their own performance, review and evaluate to make informed decisions and manage the transition points at KS4 and KS5 effectively and positively, ensuring that students are informed about the specific opportunities that are available in the labour market.
- Ensure that all students, carers and parents are aware of the opportunities open to our young people, raising aspiration and continuing to develop our school's culture of excellence in everything we do.
- Allow students the chance to access impartial careers guidance, so that they can make the best possible choices for their futures, from a fully informed position
- Help our students to develop the skills and confidence necessary to develop resilience, excel in new situations and make a positive contribution to our wider community.
- Consistently and positively promote equal opportunity in regard to race, ethnicity, gender, religion and special needs.
- Encourage students to investigate careers opportunities locally and nationally, with direct experience of the world of work at key stages 4 and 5. Support students in reviewing their experience, implementing aspirational career plans that meet their needs and individual aims.

• Fully comply with the Gatsby Benchmarks

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each student
4. Linking the curriculum to careers

5. Encounters with employers and employees
6. Experience of work placements
7. Encounters with further and higher education
8. Personal guidance

Teaching Methods

Careers guidance at St Vincent's integrates impartial advice with a full programme of careers education. It allows students to develop the skills and understanding necessary to make positive and informed decisions about their future pathways. Our careers information programme fully meets statutory guidance set out in the 2015 DfE statutory guidance "Careers Guidance and Access for Education and Training Providers in Schools" and all subsequent updates.

Work Experience

Work experience forms an integral part of the CIEAG programme at St. Vincent's. Our aim is to offer students a high quality and meaningful engagement with employers, to give them a valuable experience of work and to develop their employability. We aim to fully engage students in this process by encouraging them to seek out their own relevant work experience placement. Students in Post 16 participate in work experience annually as part of the ASDAN Careers and Experiencing Work Short Course. All placements are checked and monitored by the by the Careers Advisor.

Organisational Links: