

CAREERS POLICY

CEIAG AND WORK RELATED LEARNING POLICY July 2018

The aims of this policy are to equip pupils with the skills, knowledge and attitudes to make well informed decisions about their career pathway.

Quarrydale Academy recognises that work related learning is about preparing young people for the world of work and is an essential part of a young person's education to the extent that is a statutory requirement and is delivered through a whole school approach.

The Academy's policy has been revised in accordance with the statutory guidance from the Department of Education January 2018 and also refers to Section 42A of the Education Act 1997.

Following the Technical and Further Education Act 2017 section 42B the academy ensures that there is an opportunity for a range of education and training providers to access all pupils in year 8 to year 13 for the purpose of informing them about approved technical qualifications or apprenticeships.

From Sept 2018 the Academy will be using the Gatsby Benchmark to improve careers provision.

1. A stable careers programme
2. Learning from careers and labour market information
3. Addressing the needs of each student
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 school will offer every young person seven encounters with employers including STEM employers from Year 7 to Year 13.

In accordance with the statutory guidance 2018 the Academy has appointed a full time qualified Careers Leader and has their own careers programme.

The underlying aims of the policy are to;-

Offer inspiration and aspiration to pupils. To develop employability skills; provide young people with the opportunity to 'learn by doing' and to learn from experts; raise standards of achievement; increase commitment to learning, motivation and self-confidence of students; to improve retention of pupils in learning post 16; develop career awareness and the ability to benefit from impartial and up to date information and guidance; support active citizenship; develop the ability to apply knowledge, understanding and skills; improve understanding of the economy, enterprise, personal finance and the structure of business organisations and how they work; encourage positive attitudes to lifelong learning.

Work related learning works best when young people, their parents or carers, schools, colleges, employers, learning providers, and business partnerships work together to make it happen. Quarrydale Academy will sustain contacts with employer networks, FE colleges, higher education institutions, mentors, coaches, alumni and other higher achieving individuals.

Quarrydale has a member of the governing body who takes a strategic interest in careers education and guidance and encourages employer engagement.

Quarrydale recognises that good careers guidance widens pupil's horizons, challenges stereotypes and raises aspirations. Quarrydale will provide pupils with knowledge and skills necessary to make successful transitions to the next stage of their life.

The schools careers programme raises the aspirations of all pupils but is also tailored to individual need. Quarrydale ensures that young people from all backgrounds, gender and diversity groups, including those with special needs and disabilities have the widest possible range of careers guidance.

The policy is written in conjunction with key personnel/interested parties. The views of pupils and parents are sought through questionnaires and evaluations. The views of local businesses are also sought through questionnaires and meetings. Pupil's views are also sought through work experience, interventions and enterprise capability days.

Work related learning is realised through planned activities within the Academy curriculum with particular emphasis on Key Stage 4. It takes into consideration pupil need, differentiated provision and equal opportunity and is promoted through careers information, curriculum linked visits, enterprise days, mock interviews, practical experience, tasters, work simulations and work experience to develop knowledge, skills and understanding useful in work to include learning through the experience of work, learning about work and working practices and learning skills for work.