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Evolve Academy

Careers Policy

February 2024



Nurturing inclusive learning communities



1	Summary	Careers Policy			
2	Responsible person	Nick Boothroyd			
3	Accountable ELT member	Mark Richardson			
4	Applies to	All staff			
5	Trustees and/or individuals who have overseen development of this policy	Careers Lead			
6	Headteachers/Service Heads who were consulted and have given approval (if applicable)	Matthew Long			
8	Ratifying committee(s) and date of final approval	APRC			
9	Version Number	1.3			
10	Available on	Every	Y	Trust Website	N
				Academy Website	Y
				Staff Portal	N
11	Related documents (if applicable)	Accessibility Policy Equality, diversity and Inclusion Policy Curriculum Policy SEN Policy Careers Access Policy			
12	Disseminated to	All staff			
13	Date of implementation (when shared)	February 2024			
14	Date of next formal review	February 2025			
15	Consulted with Recognised Trade Unions	N/A			

Date	Version	Action	Summary of changes
18/01/2024	1.3	Reviewed and amended	Changes of names Addition of provision information

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Purpose

Evolve Academy is committed to raising aspirations, challenging stereotypes and inspiring students to achieve their full potential. Evolve Academy is committed to our statutory duty to provide CEIAG to students from year 7 to year 9 and to ensuring that all students have access to impartial and inspirational careers information, advice and guidance.

This policy is based on the most recent CEIAG review and written in light of new statutory guidance for governing bodies, school leaders and school staff published by the DfE in October 2018 and non-statutory guidance “Careers Guidance and Inspiration in Schools”. National Careers Council advice has also been used to ensure the Trust’s provision for CEIAG is meeting or exceeding national standards and recommendations. This policy has been produced in accordance with the Equality Act 2010 and the Special Educational Needs Disability Act 2001, the SEND Code of Practice 2014 and the Children and Families Act 2014. It has been reviewed in accordance with all other school policies and related Acts.

Key Aims and Objectives

The schools’ aim to prepare all students for their futures by providing independent information, advice and guidance, thus ensuring successful progression to Further and/or Higher Education, training and work (including apprenticeships). Our model for CEIAG is based on the Gatsby Bench Marks and the Association for Careers Education and Guidance (ACEG) Framework for Careers and Work-Related Education. These objectives underpin the quality of our provision in school.

Our Aims:

- To develop students' self-awareness: a greater understanding of their strengths, current limitations, personal qualities, interests and values;
- To encourage and support career exploration and research through both enrichment and curriculum-based classroom/group work activities, one-to-one guidance interviews, interactive careers media and online tools, access to a comprehensive careers information library and resources, working with employers, visiting speakers and work-related activities delivered by representatives from industry;
- To provide work related learning and increased exposure to a range of life-long learning and career opportunities in order to enable students to make effective decisions about their future;
- To develop skills and professional ethics to meet the demands of a changing work environment;
- To embed all of the above, increasing students' confidence, resilience and skills in managing their career journey, including any transition points from secondary education to further/higher education and entry to work or apprenticeships.

Staffing Leaders for CEIAG: Nick Boothroyd

CEIAG Leaders will ensure that correct procedures are followed and that all students, parents or professionals involved have fully understood each school's role and what strategies will be implemented. Careers Leaders will ensure the schools have an appropriate policy for CEIAG and a statement of Provider Access, both of which will be available on the schools' websites. Careers Leaders will conduct an audit of careers provision and ensure that each school works towards the Gatsby Benchmarks, in accordance with the DFE statutory guidance.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/748474/181008_schools_statutory_guidance_final.pdf

Evolve Academy students' receive independent careers advice and guidance from visits to local colleges and employer experiences/ visits/ workshops.

All staff, as part of learning time, deliver CEIAG. There is also an expectation that CEIAG is woven through all curriculum areas. Many aspects will also be delivered in breakfast and nurture time, intervention time and school drop down days. Hence all staff are responsible for signposting students to where they can get further information, advice and guidance.

Provision

At Evolve Academy, we aim to deliver an aspirational, personalised careers programme to all our pupils as we work towards meeting the Gatsby Benchmarks framework of Good Careers Guidance. Sessions are planned and delivered for students on a regular basis through targeted interventions which provide the appropriate tools and relevant information needed about opportunities and options available to them in order to make confident and well-informed choices. They learn about skills needed and develop theirs, explore, discover and acquire knowledge about various careers, pathways, qualifications, employment and training routes available. And most importantly, they are helped to see the link between these pathways and subjects they study in school which helps to keep them motivated.

Our aim is to empower our young people, raise aspirations, broaden horizons and provide the support and guidance needed as they embark on their career journeys, in order to reach their full potential and to achieve better outcomes in life.

Our goal for every pupil – no matter what their background – is that they are able to:

- Understand enough about numerous careers through research and discussions, know about options available in order to make confident, better suited and well-informed decisions about their future;
- Understand that choosing STEM subjects opens doors to careers that would otherwise be closed;
- Understand enough about the world of work to know what skills they need to get into and succeed in chosen fields;
- Be actively involved in drawing up action plans for them and which clearly map out their career goals and what next steps they need to take to reach them, be it the next level of education or training within a specific industry;
- Access up-to-date career and labour market information (LMI) which is important for social mobility and to envisage their future prospects.

In addition to regular one-to-one sessions of Careers Advice and Guidance, pupils are provided with many opportunities while in school to participate in events and interact with employers, get a glimpse of the world of work and learn new skills. This is facilitated through a range of meaningful and informative encounters during:

- Visiting speakers' speeches in assemblies;
 - Lunchtime talks, Special one-off events;
 - Careers fairs and Enterprise events;
 - Mentoring by employers;
 - Workplace Visits, Mock interviews and CV writing;
 - Trips to visit colleges in Further/Higher Education.
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Evolve Academy is committed to ensuring that students gain stimulating and inspiring information about a wide range of career pathways directly from employers. All aspects of the curriculum are developed to ensure that students are inspired to aim high and enter the full range of professions and careers.

We work consciously to prevent all forms of stereotyping in the advice and guidance provided, to ensure that students from all backgrounds and diversity groups consider the widest possible range of careers. The Trust ensures that disadvantaged students and those with Special Educational Needs and Disabilities have early careers interviews to ensure sufficient planning and transition for their next step.

Careers education is embedded in the curriculum within tutor time, and in enrichment activities. This is also achieved through engagement in Science activities and other education schemes and through employer and careers fairs. All curriculum areas provide careers information and education and industry-related knowledge, and help students think about the skills that can be applied in different jobs.

Evolve Academy provide comprehensive careers information and education and access to careers software and websites. There is a dedicated and fully resourced careers area, as well as online packages and careers websites. Resources available are differentiated to suit individuals and groups according to their needs and requirements.

Evolve Academy is committed to ensuring that vocational training and apprenticeships are promoted effectively through all aspects of CEIAG provision. The Trust provides work related learning opportunities to equip students with first-hand knowledge and experience of the world of work. A range of opportunities are provided that expose students to real work situations and enable them to develop a wide range of skills, sector-based knowledge and attitudes required in the labour market. These include Enrichment Days, Careers Marketplace and STEM activities and College and University taster days.
