



The Parker E-ACT Academy Careers Education and Guidance Policy Document

Introduction

Rationale – A young person’s career is their pathway through learning and work. All young people need a planned programme of activities to help them make decisions and plan their careers, both in school and after they leave. At The Parker E-ACT Academy we encourage our students to ‘Dream Big’, our careers education, information and guidance (CEIAG) programme aims to support this by broadening horizons and making them aware of a range of careers they may pursue.

Commitment – The Parker E-ACT Academy is committed to providing all students from Year 7 onwards with a planned programme of careers education activities with the opportunity at Key Stage 4/5 transition to receive impartial information and expert advice and guidance.

The CEIAG programme is aligned to the eight Gatsby Benchmarks detailed in the Good Career Guidance Report (2014, Gatsby Charitable Foundation) and further guidance from the DfE in 2018. The eight benchmarks are:

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum
5. Encounters with employers and employees
6. Experience of workplaces
7. Encounters with further and higher education
8. Personal guidance

Objectives

Student’s Needs – The careers programme is designed to meet the needs of all students at The Parker E-ACT Academy. It is differentiated and personalised to ensure progression through activities that are appropriate to each students’ stage of career learning, planning and development.

Entitlement – Students are entitled to careers education and guidance that meets professional standards of practice and is pupil-centred, impartial and confidential. It will be integrated into the student experience of the whole curriculum and be based on a partnership with them and their parents or carers. The programme will promote equality of opportunity.

Implementation

Management – Mrs Jac Dempster coordinates the Careers Programme and is responsible to Mr Simon Cox, Head Teacher. Mrs Dempster manages the relationship with the independent careers advisor from U-Explore. Mr Short, Head of Year 10, plans and implements 2 weeks of work experience for Year 10.

Staffing – All teaching staff are expected to contribute to careers education through their roles as tutors and subject teachers and receive training on this. Careers education is planned, monitored and evaluated by the careers coordinator in consultation with the U-Explore careers service. Form tutors deliver careers education during tutor time and the U-Explore advisor provides specialist, independent careers guidance.

Curriculum – The careers programme includes careers education sessions, career guidance activities, information and research activities, work-related learning and individual learning activities. Careers lessons are part of the school's PSHE programme. Pupils also have the opportunity to attend a variety of careers events outside school.

Partnerships – The Parker E-ACT Academy works in partnership with U-Explore to tailor delivery of careers guidance. The school also works closely with SEMLEP (our local enterprise partnership) and the National Collaborative Outreach Programme to offer our students a range of career-related experiences. We also have links with a number of local businesses and our local council to ensure we offer a broad range of opportunities to our pupils.

Resources – Funding is allocated in the annual budget planning round in the context of whole school priorities and CEIAG commitments. Sources of external funding are actively sought.

Monitoring, Review and Evaluation – The Partnership Agreement with U-Explore is reviewed annually. The school's career programme is reviewed annually by the Careers Co-ordinator using information about student destinations, pupil surveys, feedback from employers, feedback from career events and feedback from students who have used the services of the independent careers advisor.



Signed: _____ Date: 1st September 2020

Executive Headteacher