Careers and Work Experience Policy

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1. Aims

Sidney Stringer Academy aims to raise aspirations, challenge stereotypes and encourage students to consider a wide range of careers. Through careers education and guidance, it is hoped that students will be encouraged to make the most of their talents and to go on to jobs or courses, which suit their needs and talents.

In particular, we intend our students to:

- Develop a broad understanding of the world of work and an ability to respond to changing opportunities
- Develop independent research skills so that they can make good use of information and guidance
- Develop and use their self-knowledge when thinking about and making choices
- Develop the skills they need to review achievements, plan future actions, make decisions, present themselves well and cope with change and transition.

We recognise that the process of making career decisions is a lengthy one and that most of our students will make their final choices during the final years of their education.

2. Commitments

The Governing Body and staff are committed to:

- The provision of resources and advice to enable students to understand and develop career choices and to ensure that careers education is seen as part of the overall curriculum and learning framework for all years
- Encouraging students to achieve and to be ambitious
• Involving students, parents and carers in the further development of careers work
• Working with external agencies so that no student is disadvantaged in gaining access to education, training or work by following the Department for Education guidelines on CIAG (Careers Independent Advice and Guidance)

3. Provision

Careers include both education and guidance. Careers education helps our students develop the knowledge and skills they need to make successful choices, manage transitions in learning and move into work. This education, information and guidance must be independent. Through guidance, students are able to use their knowledge and skills to make the decision about learning and work that are right for them. Progress in students’ self-development and understanding of careers is regularly monitored.

From mentoring that begins in Year 7, right through to individual one-to-one interviews that take place in Year 11, all pupils will have the opportunity to experience a combination of reflection, self assessment, contact with employers, listening to guest speakers, and support with individual choices as they move towards 16+

A timetable summary of the programme that is in place for Years 7 to 11 is available for inspection on the academy’s website, together with a detailed breakdown of each event that the pupil experiences.

4. Equal opportunities

Sidney Stringer Academy is keen to promote equal opportunities and try to use every opportunity to challenge stereotypes and to raise aspirations. We monitor careers resources regularly to ensure that they encourage both boys and girls and students from minority ethnic groups to enter different careers.

Sidney Stringer Academy aims to give parents and students a view of young, successful career women and men. The destinations of our leavers are closely so that we are aware of trends and opportunities.
5. Monitoring, evaluation and review

The careers programme is monitored regularly and amended after an annual review.

Responsibility

The overall responsibility of Careers Education and Guidance rests with a member of the academy leadership team.
DATE REVIEWED/REVISED: May 2019

Policy compiled by: Antony Forde

Approved by the Governing Body:

Signed: A Forde
Chair

Signed: A Forde

On behalf of the Leadership Team

Date: May 2019