

Careers Guidance Policy

Policy Code:	TL5
Policy Start Date:	March 2020
Policy Review Date:	March 2023

Please read this policy in conjunction with the policies listed below:

- SW5 Safeguarding and Child Protection Policy
- TL7 Teaching and Learning Policy
- TL6 Special Educational Needs Policy

1 Policy Statement

- 1.1 The Priory Federation of Academies Trust (The Trust) is committed to providing students with a planned programme of activities that will help them choose pathways that are right for them; enable students to manage their careers; sustain employability and achieve personal and economic wellbeing throughout their lives.
- 1.2 References to the Trust or Academy within this policy specifically include all primary, secondary and special academies within the Trust, as well as the Early Years setting at the Priory Witham Academy, Priory Apprenticeships and Lincolnshire SCITT.
- 1.3 This policy does not form part of any member of staff's contract of employment and it may be amended at any time.
- 1.4 The Trust is committed to leading a mentally healthy organisation, which includes a commitment to and promotion of emotional wellbeing and mental health. Therefore, all Trust policies and procedures ensure this commitment is incorporated in order to support all staff and students. Members of staff are encouraged to speak to their line managers, and students are encouraged to speak to any member of staff, if they feel any part of this policy would affect their emotional wellbeing and mental health. Any such comments should be passed to the Trust's HR department (via FederationHR@prioryacademies.co.uk) for appropriate consideration at the next available point in the policy review cycle.

2 Roles, Responsibilities and Implementation

- 2.1 The Education & Standards Committee has overall responsibility for the effective operation of this policy and for ensuring compliance with the relevant statutory framework. This committee delegates day-to-day responsibility for operating the policy and ensuring its maintenance and review to the Director of Student Welfare.
- 2.2 Leaders and Managers have a specific responsibility to ensure the fair application of this policy and all member of staff are responsible for supporting colleagues and ensuring its success.

3 Aims

- 3.1 To ensure that the Trust delivers effective provision in line with the DfE guidance *Careers guidance and access for education and training providers (October 2018)*.
- 3.2 The purpose of Careers Education, Information and guidance is to help young people develop the knowledge, understanding and skills they need to make successful choices and manage transitions in learning and work. The three main curriculum aims are:

- 1 Self-development through careers, employability and enterprise education.
- 2 Learning about careers and the world of work.
- 3 Developing skills for career management, employability and enterprise.

4 Statutory duties

- 4.1 Section 42A of the Education Act 1997 requires governing bodies to ensure that all registers pupils at the school are provided with independent careers guidance from Year 8 (12-13 year olds) to Year 13 (18-19 year olds).
- 4.2 The Technical and Further Education Act 2017 inserts section 42B into the Education Act 1997 and came into force on 2 January 2018. This new law requires the proprietor of all schools and academies to ensure 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 education qualifications or apprenticeships.
- 4.3 Each Academy (where applicable) must set out the circumstances in which education and training providers will be given access to pupils. This will be published on the Academy website and will include:
 - Any procedural requirement in relation to requests for access;
 - Grounds for granting and refusing requests for access;
 - Details of premises or facilities to be provided to a person who is given access.
- 4.4 The School Information (England) Regulations 2008 requires schools to publish information about the school's careers programme. This information must relate to the delivery of careers guidance to Year 8 to Year 13 pupils in accordance with Section 42A of the Education Act 1997.

Each Academy (for which the guidance is relevant) will publish this information on their website and it will include:

 - The name, email address and telephone number of the Academy's Careers Leader.
 - A summary of the careers programme, including details of how pupils, parents, teachers and employers may access information about the careers programme.
 - How the Academy measures and assesses the impact of the careers programme on pupils.
 - The date of the Academy's next review of the information published.

5 Gatsby Charitable Foundation's Benchmarks

- 5.1 The DfE careers strategy sets out that every school and academy providing secondary education should use the Gatsby Charitable Foundation's Benchmarks to develop and improve their careers provision.
- 5.2 Each academy providing secondary education will set out what they are doing to meet each of the Gatsby Benchmarks. This information will be available upon request.

6 Careers Leader

- 6.1 Every secondary Academy will have a named Careers Leader who has the skills and commitment, and backing from their senior leadership team, to deliver the careers programme across all eight Gatsby Benchmarks.
- 6.2 Each secondary Academy will name their Careers Leader and publish contact details on their website.

7 Additional support for vulnerable and disadvantaged students

- 7.1 Each Academy will work closely with local authorities to identify young people who are in need of targeted support or who are at risk or not participating post-16. This includes young people with particular vulnerabilities or who are receiving support to safeguard them and promote their welfare, e.g. looked after children (LAC); children on a child protection plan or children in need (CIN). It also includes young people with additional needs, such as special educational needs and disabilities, or those who may leave care between the ages of 16 and 18.
Each Academy will engage in multi-agency working where necessary and will refer for support drawn down from a range of education and training support services available.
- 7.2 Where academies have pupils accessing Alternative Provision they will work closely with the Provider to provide support and advice on transitional pathways into further education or training and pathways beyond education into employment. In doing so, they will consider the particular needs of the pupil in Alternative Provision and what different or additional support they may need to succeed on leaving school.

8 Primary Academies

- 8.1 Students in the Primary Academies will be given opportunities through the curriculum to engage in careers education. They will experience opportunities to learn about different careers, engage with local companies and employers and be able to talk about hopes, aspirations and future goals. The Academies will ensure that students are well prepared for the next phase of their education and that they have the necessary knowledge base to be successful in their future.

9 Priory Apprenticeships

- 9.1 Priory Apprentices (including staff apprentices) will have access to the provision of effective and quality information, advice and guidance. The Trust employs professionally qualified careers advisors who support young people and adults who wish to upskill, and works with a range of providers who are able to offer additional support.

10 The responsibilities of the Local Governing Body (LGB)

- 10.1 Every secondary Academy should have a member of the LGB who takes a strategic interest in careers education and guidance and encourages employer engagement.
- 10.2 The LGB must make sure that arrangements are in place to allow a range of education and training providers to access all pupils in Years 8 – 13 to inform them about approved technical education qualifications and apprenticeships, and that a policy statement setting out these arrangements is published.

11 Policy Change

- 11.1 This policy may only be amended or withdrawn by The Priory Federation of Academies Trust.

The Priory Federation of Academies Trust Careers Guidance Policy

This Policy has been approved by the Trust's Education and Standards Committee:

Signed..... Name..... Date:

Trustee

Signed..... Name..... Date:

Chief Executive Officer

Signed..... Name..... Date:

Designated Member of Staff

Please note that a signed copy of this agreement is available via Human Resources.