



SIR THOMAS BOTELER CHURCH OF ENGLAND HIGH SCHOOL

THROUGH GOD, WE CARE

CAREERS POLICY

APRIL 2021

Date: April 2021

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1. Values and Vision

This policy is underpinned by our long-term vision and core values of Hope, Compassion and Endurance.

We are committed to implementing a careers programme that raises all students' aspirations and prepares our students for the fast-changing world of work.

We are committed to ensuring that the CEIAG advice students receives is:

- information on a range of education or training options, including apprenticeship and other vocational pathways
- Impartial
- In the best interests of the students
- Meets the needs of the students

We aim to deliver a careers programme that will help young people to choose the career which is right for them. We will provide a programme for all our young people of advice and guidance that is stable and delivered by individuals with the right skills and experiences. We will create opportunities for our young people that they have not experienced before and therefore developing their aspirations and horizons and unlocking their potential.

Their learning will be connected to their future and provide them with the skills necessary to make a successful transition to the next stage of their life.

We will use The eight Gatsby Charitable Foundation Benchmarks to support the delivery of our careers provision:

- Sir Thomas Boteler Church of England High School will deliver a stable careers programme
- Sir Thomas Boteler Church of England High School will provide learning from career and labour market information
- Sir Thomas Boteler Church of England High School will address the needs of each student
- Sir Thomas Boteler Church of England High School will link our curriculum learning to careers
- Sir Thomas Boteler Church of England High School will provide encounters with employers and employees
- Sir Thomas Boteler Church of England High School will provide experiences of workplaces, at least one a year.

- Sir Thomas Boteler Church of England High School will deliver encounters with further and higher education
- Sir Thomas Boteler Church of England High School will provide personal guidance. 9.

All students from Year 7 – 11 use STARTprofile, an online careers platform which allows for a whole school structured careers programme.

2. Statutory requirements and expectations

The school is committed to fulfilling its statutory duties in relation to the Governments document "Careers guidance and access for education and training providers". Statutory guidance for governing bodies, school leaders and school staff October 2018

- Every school must ensure that pupils are provided with independent careers guidance from year 8 to year 13
- Every school must 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. • Every school must publish a policy statement setting out their arrangements for provider access and ensure that it is followed. Annex A sets out an example policy statement on provider access.
- Every school should be meeting the Gatsby Benchmarks by the end of 2020
- For the employer encounters Benchmark, every school should begin to offer every young person seven encounters with employers – at least one each year from year 7 to year 13 –Some of these encounters should be with STEM employers.
- Every school should appoint a named person to the role of Careers Leader to lead the careers programme.
- Every school must publish details of their careers programme for young people and their parents.

Careers is delivered through form time, personal development lessons, subjects, events and assemblies. Careers is embedded into our curriculum as we believe students need to develop the knowledge and skills for post 16 for a successful career path. They need to develop knowledge of study routes, skills and careers.

Sir Thomas Boteler Church of England High School continually assesses and measures the impact of our Careers Programme on our students. Sessions/workshops are evaluated by visitors, teacher and students and adaptations are made if needed to. This will ensure a high quality CEIAG programme for all our students. Student voice is listened to on a regular basis to ensure students are inspired and prepared for their futures by our programme. We work closely across TCAT to quality assure our provision as well as working with employers, The Pledge and our Enterprise Advisor who supports and gives advice on our programme.

We have a Careers learn live page which can be found at:

<https://learnliveuk.com/partner/sir-thomas-boteler-church-of-england-high-school/>

3 Learner Entitlement

We are committed to providing a planned Careers programme. This is differentiated to suit the needs of each individual learner. Learners will leave our school with the skills and

knowledge required to support their entry to further education, training or employment. The school also works with the Local Authority and a wide range of voluntary / statutory agencies to support our learners whose circumstances have made them vulnerable or hard to reach, including those with special educational needs and those at risk of being NEET post-16. The school is part of The Challenge Academy Trust and works closely with The Cheshire and Warrington Pledge, Careers Connect, The Gatsby Foundation and the Careers and Enterprise Company.

Support for students with Individual Needs (Special Educational Needs and or Disabilities - SEND)

At Sir Thomas Boteler Church of England High School, we believe that every child is entitled to a broad, balanced, relevant and differentiated curriculum – this is the right for all students. As a Christian school we strongly believe that this equality of education is vital and is underpinned by High Expectations, High Aspirations and High Standards for all. It should not be constrained by age, gender, creed, race, physical disability, special education need or vulnerability. High Quality support enables all our students with and without identified individual needs (SEND) to access their next phase of education and training. Students requiring additional support to access this whole school offer have a bespoke package, as and when needed.

Further information about outcomes for students with individual needs (SEND) can be found in the SEND Annual Information Report which is available on the school website.

The school works collaboratively with internal and external stakeholders to build a cohesive programme of careers education to ensure that every learner reaches their full potential. This complies with the school's legal obligations under section 42B of the Education Act 1997.

Responsibilities

All staff have the responsibility to contribute to the overall careers programme within the

Careers Team

A Mawby Assistant Headteacher – Strategic Careers Lead (amawby@boteler.org.uk)

Mrs S Browns – Year 7 Careers lead (sbrown@boteler.org.uk)

Mrs L Butcher- Year 8 Careers lead (lbutcher@boteler.org.uk)

Mrs L Butcher – Year 9 Careers lead (lbutcher@boteler.org.uk)

Mrs Armstrong – Year 10 Careers lead (aarmstrong@boteler.org.uk)

Mrs A Armstrong – Year 11 Careers lead (aarmstrong@boteler.org.uk)

Independent Careers Advisor Careers Connect – Mrs Kim Dickson (kdickson@boteler.org.uk)

Teaching Staff are responsible for the delivery of careers education by embedding Careers into their subject area and contributing to the effectiveness of the overall programme.

See CEIAG staff structure

Monitoring and evaluation

The Careers Team meet on a regular basis to develop, monitor and evaluate CEAIG across the school. Progress towards the Gatsby Benchmark is evaluated using the online Compass tool (as recommended in Careers guidance and access for education and training providers January 2018). The development of CEAIG is a continuous priority in the school's strategic development plan. The school has invested in Startprofile which is an online careers management system which can be accessed by staff and students. This management system allows the school to monitor and evaluate any CEIAG that happens throughout the academic year and allows the careers team to readily print reports for SLT and OFSTED.

Partnership Work

The school will work with a range of partners to assist in the support and delivery of CEIAG and LMI including the Career and Enterprise Company, Enterprise Advisor, local employers, post 16 providers and professional bodies.

Staff CPD

Staff CPD will be identified through the schools Quality Assurance programme performance management, and Career team meetings. CPD supports the school improvement plan. The Careers Strategic lead chairs the TCAT Aspirations Hub, Heads of Year attend The Pledge meetings and training as well as Start profile training. The CEIG team work closely with our post 16 providers and regularly have updates on post 16 changes.