



Careers Learning Policy

Author of Policy
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OUR MISSION

'I have come that they may have life and have it to the full' John 10:10

All Saints Academy ensures that every student is **well-educated**, prepared for the **future** and is able to **live life** to the full.

OUR VALUES

To achieve our mission, we have four core values:

- FAITH – putting Christian faith at the heart of every action and providing a safe environment and caring ethos for all
- FOUNDATIONS – creating strong foundations in learning, behaviour and success for all
- FAMILY – understanding the importance of family, the value of community and ensuring support for all
- FUTURES – preparing for bright futures shaped from excellent progress, achievement and choice for all

This policy and the associated procedures are based on these principles, aims and beliefs.

Careers Education, Information, Advice and Guidance (CEIAG) Policy

Rationale

Careers education and guidance programmes make a major contribution to preparing young people for the opportunities, responsibilities and experiences of life. A planned progressive programme of activities will support students in choosing their 14 – 16 pathways that suit their interests and abilities and will help them to follow a career path which will sustain them in employment throughout their lives.

Commitment

All Saints C of E Academy is committed to providing all students with a programme of careers education, information, advice and guidance (CEIAG) for all students in years 7 – 11.

All Saints C of E Academy endeavours to follow relevant guidance from DfEE and Ofsted as it appears.

All Saints C of E Academy has completed The Gatsby Benchmarking exercise to identify strengths and areas for development in careers provision. Regular reviews of how we are meeting the Gatsby Benchmarks take place each term.

All Saints C of E Academy employs a Careers Lead who has completed the Teach First Careers and Employability Leadership Programme (CELP)

Aims

All Saints C of E Academy's CEIAG programme aims to help students to:

- **Understand themselves and develop their capabilities** by assessing and reflecting upon their needs, interests, values, aptitudes and aspirations. Developing the knowledge, self-reliance and employability skills needed for adult life
- **Investigate careers opportunities** by extending their knowledge of the changing local, and regional opportunities in education, training and work
- **Implement their career plans** by developing their skills to make ambitious, but informed, reasoned decisions based on research. Reviewing and evaluating their decisions, discussing other alternatives and gaining access to further help.

- **Prepare for effective transition to new opportunities** by identifying routes to stated career goals, understanding the actions necessary to achieve these goals and putting their decisions into action with confidence when they are ready.

Whole – school Approach

The role of all staff, the teachers, the Careers Lead, the SLT and the Governor link is vital in delivering a stable and effective careers programme. A whole – school approach is essential so that our students are able to relate their learning in the classroom to their future career paths, to understand the relevance of their education in the wider context of everyday and working life – this will improve engagement and outcomes.

Careers education needs to be embedded into the curriculum and it is therefore vital that staff understand how important they are in helping the Academy to achieve its aims.

Monitoring and Evaluation

To ensure that the careers education is being implemented effectively, the programme will be reviewed annually and views will be sought from all stakeholders. For each event/activity, students involved will be asked to complete an evaluation to assess the impact of the career activity. It is aspirational that students will be eager to sign up for events and activities which will lead to an improvement in attainment, progress and aspirational destinations.

