



## **Rationale**

The Chantry School careers education programme provides our pupils with the opportunity to plan and manage their careers effectively, ensuring progression, which is ambitious and aspirational, allowing pupils to flourish in later life. It promotes equality of opportunity, celebrates diversity and challenges stereotypes. It is designed to meet the Gatsby benchmarks and conforms to statutory requirements.

## **Context**

Year 11 pupils leave The Chantry School to pursue further education at a variety of destinations. We ensure that appropriate advice and guidance is available, including information and support regarding apprenticeships, employment or re-commencement of study with another provider, and we maintain our destinations tracker accordingly

The Chantry School is committed to providing all pupils in Years 7-11 with a careers programme which is embedded into the curriculum and includes a variety of enrichment activities. The programme has been developed in line with the eight Gatsby benchmarks for ensuring best practice and to meet the requirements of the Department for Education's statutory guidance 2021.

### The Gatsby Benchmarks

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

## **Aim**

We aim to support pupils to make realistic and informed decisions about their future, by raising aspirations and providing impartial and independent information and guidance.

## **Objectives**

To ensure that pupils:

- develop the skills and attitudes necessary for success in adult and working life
- are aware of the range of opportunities which are realistically available to them in continued education and training at 14+, 16+ and 18+
- are equipped with the necessary decision-making skills to manage those same transitions
- develop an awareness of the wide variety of education, training, and careers opportunities both locally and nationally



## The Chantry School Careers Strategy 2022

- benefit from links fostered between the school, local businesses, and further education establishments
- experience the world of work and develop transferable skills
- to leave the school to enter further education, training or employment
- experience a culture of high aspirations, equality of opportunity, in which diversity is celebrated and stereotypes are challenged
- receive extra assistance and guidance to reach their potential, where this is necessary

### **Provision**

Careers provision is mapped against the Gatsby benchmarks and detailed in our Chantry School Careers roadmap, located on our website (see The Chantry School PSHE Careers Roadmap). The current careers programme is delivered through a combination of methods, including explicit lessons provided within the taught PSHE programme in Years 7 through to Year 11, which is predominantly form tutor led, and our Careers Enrichment programme (see Careers Enrichment Programme).

Careers information is available both in the library and in digital format via Unifrog, a platform which provides access to information on apprenticeships, universities, the labour market, career pathways and UCAS applications.

At Key Stage 3, this includes careers library research, aiming to raise pupil aspirations, exploring stereotypes in the workplace, researching the history of the workplace, and developing personal, social and employability skills. In enrichment week, Year 8 have a half day enterprise experience from an external provider and employers from the local area are invited in to speak to both years 7 and 8 to develop the themes of raising aspirations and challenging stereotypes. Assemblies and a parent and pupil information evening on choosing options are also provided in Year 9. By the end of KS3 all pupils will have an individual careers guidance appointment to support them in their decision making and raise aspirations.

All pupils in KS3 are taught skills that are highly respected by employers through Personal Development lessons. The Personal Development curriculum encourages pupils to reflect wisely on their character and provides opportunities for them to practise some core skills that we believe are valued by employers, as well as positively impacting on their mindset for academic success. The core skills we focus on are leadership, organisation, resilience, initiative and communication. These skills are commonly referred to using the acronym LORIC. Pupils receive nationally recognised accreditation for two tasks completed within each of these core LORIC skills through the PiXL Edge organisation. All pupils have the opportunity to achieve Apprentice, Pioneer and Graduate certificates over the course of five years.

At Key Stage 4, pupils continue research into careers and pathways into Further and Higher education (FE/HE). They develop skills in CV, letter writing, presentations and interviews. This includes a mock interview with an employer and a local FE provider; a week's work experience at a self-arranged placement, supported by a parent information evening; assemblies on local FE and HE options and an options information evening for parents/carers and pupils. Individual interviews are held with an independent careers practitioner, who also provides guidance on apprenticeships. Every pupil in Year 11 meets with a member of the SLT to discuss their FE options.



### **Roles and responsibilities**

All staff contribute to the implementation of this policy through their role as tutors and as subject specialists. Subject specialists link careers into their subject area. A range of connections between FE and HE providers and employers are exploited to support the curriculum through KS3 to 4.

### **Careers team**

Careers Leader and Coordinator: Melanie Palmer

Independent Careers Advisor: John Barrett

Link Governor: Peter Jackson

Careers administrative support: Rachel Nicholson

### **Monitoring, Recording and Evaluation**

Built into the careers programme are opportunities for pupils to self-evaluate and reflect on their learning at key points during PSHE and tutor times, such as following work experience and mock interviews during Year 10. Pupils develop a profile on Unifrog through which their activities and skills development can be recorded and monitored by staff including form tutors and the careers coordinator. All participants in the programme complete surveys following key events including pupils, parents/carers and employers. Leavers' destination information is also analysed.

### **Careers and SEND provision**

Every pupil with SEND follows the same programme of careers as their peers, with adaption and support from the SEND team where appropriate. Pupils can self-refer, and form tutors are also able to raise concerns. If current provision cannot fully address a pupil's additional need, advice will be sought from the National Careers Service. The SENDCO meets with parents/carers to discuss option suitability where individual need is likely to have an impact on choices made during the option process. The SENDCO supports work experience placements, ensuring that providers are aware of individual needs, to promote a positive experience.

### **Partnerships**

The CEIAG programme is greatly enhanced through links which help to ensure that pupils' learning is current and relevant. We work with local employers and employees including previous pupils, parents/carers and other local groups. A number of events, integrated into the school careers programme, offer providers an opportunity to come into school to speak to pupils and/or their parents/carers. This involvement enhances the provision of work experience placements, careers talks, workplace visits and mock interviews. In addition, we work closely with universities and the local FE schools and colleges. We always strive to expand and improve our contacts. Governors are regularly updated on the careers programme and there is an active link governor. The Chantry School also works closely with Worcestershire Education Business Partnership (WEBP) and regularly attends the South Worcestershire Strategic Careers Leader Hub meetings.

### **Policy statement for provider access (The Baker Clause)**

A provider wishing to request access should contact Melanie Palmer (Careers Lead and Coordinator), via 01886 887100 or [mpalmer@chantryschool.com](mailto:mpalmer@chantryschool.com). Please see our Provider Access Statement, for further details.