

# Education

## Careers Policy

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### Revision Log (last 5 changes)

Date	Version No	Brief detail of change
29/09/2022	2	Added details about students accessing weekly work hard Unifrog sessions every Monday created by the careers lead and delivered by teachers.

## **Contents**

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# 1. Aims

This policy aims to:

Our Core Snowfield Academy values (Work Hard, Be Kind, Stay Safe, Communicate, Be Happy), mean we have the highest aspirations for our students and push them to achieve their potential. We recognise that Careers Education, Information, Advice and Guidance (CEIAG) makes a significant contribution to preparing our students to take their place as suitably qualified and responsible adults within society, who can make informed choices and achieve personal and economic wellbeing throughout their lives. CEIAG will enable Snowfield Academy students to develop key employability and enterprise skills which are highly valued by employers, colleges, universities and apprenticeship providers.

At Snowfields Academy we aim to work with students, parents and carers and by engaging the local community so that every student can fulfil their potential and be inspired to achieve a successful future in the setting that is most appropriate for them. It is with this objective that our CEIAG programme has been developed, alongside reference to the recommended 8 Gatsby benchmarks.

At Snowfields Academy we have a careers focused team encompassing members of the SLT, teaching team and Board of Governors.

## 2. Roles and responsibilities

This section sets out the key responsibilities of staff in relation to careers education at Snowfields Academy.

### 2.1 Head of centre

In our school, the head of centre is Dee Pickerill - Principal

The head of centre is responsible for:

- Ensuring that a planned programme of activities to which all students from Years 7-13 are entitled, which will help them to plan and manage their careers

### 2.2 Senior leaders

Senior leaders are responsible for:

- Follow best practice guidance from the careers profession and other expert bodies and disseminate to teaching staff

## **2.3 Careers leaders**

Careers leaders are responsible for:

- Aiming to provide inspiration and aspiration as well as advice about Local Market information (LMI)
- Work in partnership with the outside providers to ensure all students access education, employment or training after KS4
- Follow best practice guidance from the careers profession and other expert bodies and disseminate to teaching staff

## **2.4 Teachers**

Teachers are responsible for:

- Providing information, advice and guidance (IAG) which is impartial, unbiased and is based on the students' needs or identified areas of interest
- Aim to provide inspiration and aspiration as well as advice about Local Market information (LMI)
- Liaise with parents about LMI and raising aspirations
- Engaging students with the Unifrog platform and updating any relevant learner experiences on Unifrog to track student engagement and progression

## **2.5 Independent Careers advisor**

- Provide information, advice and guidance (IAG) which is impartial, unbiased and is based on the students' needs

# **3. Learning Outcomes**

3.1 Students are entitled to CEIAG which meets professional standards of practice and which is student centred, personalised and impartial. CEIAG activities will be embedded in the curriculum and based on a partnership with students and their parents and carers. The programme will raise aspirations, challenge stereotyping and promote equality and diversity.

All students in the school will take part in careers education programmes across years 7-13 that help them to:

- Understand their education, training, employment and other progression opportunities.
- Develop the skills they need to plan and manage their own personal development and career progression
- Understand the requirements and possibilities within further and higher education and gain knowledge of apprenticeships and vocational pathways.
- Access relevant information and learning from taster activities and experience of work.
- Make and maintain individual progression plans to help them improve their prospects of success using the Unifrog platform.
- Have opportunities for a personalised careers guidance interview with a professionally accredited careers adviser.
- Engage with people, ideas, challenges and applications from the business world and have opportunities to learn about STEM related careers.

## **4. Evidence of the Intended Outcomes.**

All students from years 7-13 will have access to a comprehensive and impartial careers programme and work related activities. This will include delivery of

CEIAG topics, Careers interviews, Careers presentations and activities (supported through the Education People and Snowfield Academies External Advisor), Careers activities with employers, Guest speakers, Mock interviews, Attendance at Careers Fairs (locally or via virtual tours), Transition meetings for targeted students with local colleges, Apprenticeship talks, STEM (science, technology, engineering and maths) activities across the curriculum, Access to online portals and provision such as the National Careers Service and Unifrog, Careers activities within curriculum areas

A careers programme and entitlement statement will be placed on the school website at the start of the academic year.

Work experience taster sessions will be actively encouraged during KS4. It will aim to provide students with a greater understanding of the requirements in the workplace and it is intended that this will be valuable in helping students to career plan effectively. For those students who do not access work experience they will have planned activities and an experience of the workplace, within KS4.

Employers from a variety of careers will be invited into schools and where possible students will be taken to visit a number of local businesses, colleges and universities.

All students will have access to Unifrog using careers information that is:

Easy to find and available at convenient times and in convenient locations including via the internet, Clearly labelled and referenced, Comprehensive, giving details of all progression, opportunities and associated support arrangements such as financial help, Unbiased and up-to-date.

This will be visible in school via;

Careers and Snowfields Squad (School Council) displays.

Library.

Assemblies and Unifrog workshops throughout the school year.

Work Hard Monday Well being activities develop by the careers lead and delivered by teaching staff.

Links with local businesses and communities.