



Turves Green Boys' School

CAREERS POLICY 2022-23

NEXT REVIEW DATE: OCTOBER 2023





Turves Green Boys' School

Careers Education, Information, Advice and Guidance (CEIAG)



Overview

Turves Green Boys' School is committed to providing a planned programme of Careers Education, Information and Guidance (CEIAG) for all pupils in Years 7-11. CEIAG forms an integral part of the wider school curriculum and we are committed to engaging with a range of employers, training providers and further education providers to ensure our students are well informed, supported and well equipped when making crucial decisions about their future career pathways.

Our careers programme promotes equality of opportunity, celebrates diversity and challenges stereotypes. We incorporate local labour market information alongside this, to ensure our students have the opportunity to follow the pathway that is right for them. This policy is developed and reviewed annually by the Careers Leader and the Senior Leadership Team through discussions with teaching staff, the Careers Advisor, pupils, parents, governors and the Matrix school improvement team. It is guided by the Gatsby Benchmarks to ensure best practice and to conform to statutory requirements.

Legal Requirements

From September 2013 the Education Act of 2001 placed schools under a duty to ensure that all registered pupils in Years 8-13 have access to independent, accurate and impartial information, advice and guidance. Careers guidance secured under the new duty will:

- Be presented in an impartial manner
- Include information on the full range of post-16 education or training options
- Promote the best interests of the pupils to whom it is given

Careers Education at Turves Green Boys' School follows the recommendations from the Careers Development Institute (CDI) Framework 2015.

Careers Programme

At Turves Green Boys' School, we aim to equip our pupils with the key knowledge, skills and values combined with enriching experiences to enable them to thrive in their chosen career path. Our high-quality careers advice and guidance is an essential part of our wider curriculum and is designed to support every pupil's aspirations, strengths and skills.

We aim to:

- Prepare our pupils for the transition to life beyond secondary school (further and higher education, apprenticeships and the world of work).
- Provide pupils from Year 7 upwards with well-rounded IAG (information, advice and guidance) experiences in order to inspire and motivate their aspirations.
- Support pupils to make informed decisions which are ambitious and provide guidance on GCSEs, post-16 courses, university, apprenticeships and employment.
- Develop the employability skills of our pupils and characteristics in communication, resilience, leadership and social skills.

Our careers programme follows the Gatsby Benchmarks, which is the best practice framework for careers education and guidance in secondary schools. This provides a rounded programme for all pupils throughout their study at Turves Green Boys' School, ensuring that all pupils learn about careers and the world of work.

Our careers programme is acutely aligned with our wider school vision which is:

**Building successful, resilient
and confident young men.**

**Our diverse curriculum develops
key knowledge, skills
and values combined with
enriching experiences
that will enable them to thrive
in their chosen career path.**

1: Stable Careers Programme	<ul style="list-style-type: none"> • Our Careers Programme is regularly evaluated using Compass+ tracking tool to ensure all of the Gatsby benchmarks are being met. We also use feedback from all stakeholders to review the effectiveness of our provision. • Our Careers Leader is a member of senior leadership and ensures that CEIAG is a prominent area of the wider curriculum, as the support of the SLT/Board of Governors • We have a dedicated area of our school website updated with key information for pupils/teachers/parents/employers. As well as Local Labour Market Information and our relevant careers policy.
2: Learning from careers and LMI	<ul style="list-style-type: none"> • Our dedicated careers advisor utilises links with a range of local employers for visits, talks and experiences. • Our school website has a designated area for local Labour Market Information that provides guidance for both pupils and parents. • We use the Launch Your Career platform to supports our pupils to further investigate the local labour market, including links/videos from local employers.
3: Addressing the needs of each pupil	<ul style="list-style-type: none"> • Our pupils use the Launch Your Careers platform to help them make informed choices about future career pathways. This includes identifying which careers/job sectors are most suited to their personality traits and interest. • We utilise targeted apprenticeships support from National Apprenticeships team with pupils in year 10 and 11. • We organise university visits with pupils across KS3. • All pupils in Y10/11 benefit from one-to-one meetings with our vastly experienced in-school careers advisor. • Some of Y9 pupils (including those on the SEND register) also have one-to-one meetings with our in-school careers advisor • We ensure accurate record keeping by our in-school careers advisor to monitor all meetings and track destinations. We use academic data to analyse our pupil destinations to ensure students are following the appropriate pathways suited to their ability and interests.
4: Linking curriculum learning to careers	<ul style="list-style-type: none"> • Our Careers Programme is embedded within the wider-school curriculum whereby students engage with careers during form time, PSHE and subject curriculum time. As well as through out of school trips/visits. • We organise STEM talks from employers to KS3. • We use Launch Your Career platform to link pupils' personality traits with their subject interests.

	<ul style="list-style-type: none"> • Our KS3 Careers Week (taking place in the Summer term) include dedicated subject-specific careers related lessons.
5: Encounters with employers/employees	<ul style="list-style-type: none"> • We utilise the wide network of our dedicated in-school Careers Advisor to ensure all pupils have encounters with a range of different employers. • All pupils attend our Careers Fair with a range of different employers. • Our Y10 Careers Week provides pupils with the opportunity to meet different employers and experience the workplace. • Our dedicated workshops with different employers provide pupils with information about a range of pathways and support with applications to apprenticeships/courses.
6: Experience of workplaces	<ul style="list-style-type: none"> • Our Y10 Careers Week is focused on providing all students with experience of a range of different employers and training providers. During this week, pupils will have talks and visits from different employers. This will help shape their discussions with our Careers Advisor.
7: Encounters with further and higher education	<ul style="list-style-type: none"> • We organise trips with KS3 students to the University of Birmingham. • We organise talks and visits with colleges, training providers and universities • Our Next Steps Day is designed to ensure our Y11 students are well informed about their future pathways and the necessary academic requirements for each of them.
8: Personal Guidance	<ul style="list-style-type: none"> • All pupils in Y10/11 benefit from one-to-one meetings with our vastly experienced in-school careers advisor. • Some of Y9 pupils (including those on the SEND register) also have one-to-one meetings with our in-school careers advisor

What this looks like in...	
Year 7	STEM talk University Visits Launch Your Careers Form Time/PSHE Careers Fair
Year 8	STEM talk University Visits Launch Your Careers Form Time/PSHE Careers Fair
Year 9	Careers Fair University Visits Launch Your Careers Form Time/PSHE Careers Advisor Meetings
Year 10	Careers Fair Apprenticeships Team Careers Week (experience of workplaces) College Talks Careers Advisor Meetings
Year 11	Careers Fair Apprenticeships Team Careers Advisor Meetings BMW Workshop Redditch United Programme Next Steps Day