

## Careers Policy

### Aurora Brooklands

<b>Policy Reference:</b>	<i>BRS10</i>
<b>Version Number:</b>	<i>4</i>
<b>Applies to:</b>	<i>Aurora Brooklands</i>
<b>Associated documents:</b>	
<b>Approved by:</b>	<i>SLT</i>
<b>Implementation date:</b>	<i>September 2023</i>
<b>Next review due by:</b>	<i>September 2024</i>
<i>This policy has been reviewed to ensure it promotes safeguarding and does not present barriers to participation or disadvantage any protected groups</i>	

## Aims

Brooklands School provides education and support through compulsory and alternative provision to ensure that every learner reaches their full potential. We work with learners who are particularly vulnerable to becoming NEET. 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. The development of Careers Advice and Guidance is a continuous priority in the school's strategic development plan.

We will support learners to help them achieve their best intended outcomes by raising aspirations and providing access to differentiated, impartial and independent information and guidance about the range of options available.

## Legislation and statutory requirements

This policy is based on the following advice/legislation: This is statutory guidance from the Department for Education (the department) issued under Section 45A of the Education Act 1997. Maintained schools and academies in England must have regard to it when carrying out their duty to ensure that there is an opportunity for a range of providers to access pupils to inform them about technical education and apprenticeships. Maintained schools, academies, further education colleges and sixth form colleges must also have regard to it when carrying out their duty or funding requirement to provide pupils with independent careers guidance

## Scope

Brooklands School is committed to providing a planned Careers programme, which will be differentiated to suit the needs of each individual learner. Learners will leave Brooklands 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 not participating post-16.

The school works closely with The Careers and Enterprise Company, National Careers Service, Careers Connect, Education Business Partnership and START to deliver the best possible outcomes for ALL students.

The school is also fully committed to achieving the Quality in Careers Standard via Investors in Careers, which is the industry gold standard.

## Roles and responsibilities

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

### Careers Team

- Sarah Gregory – Principal
- Sarah Chatterton – Head of School
- James Boylan – Assistant Head – Curriculum & Assessment
- Naomi Fearon – Assistant Head – Pastoral

Senior Leadership Team (SLT) have the overall responsibility for overseeing the Careers Education Provision.

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

Staff CPD is offered to the relevant staff as opportunities arise; CPD supports the school improvement plan. Key staff also attend local career meetings to share good practice with other local secondary schools and career providers.

## Monitoring arrangements

Careers Education is monitored on a regular basis, via SLT meetings and meetings with our independent career's advisor. This allows us to monitor and evaluate the current provision across the school. We encourage staff, students and parent/carers to provide feedback regularly.

## Policy Detail

Brooklands School is committed to following the 8 Gatsby Benchmarks:

1. A Stable Careers Programme
2. Learning from Career and Labour Market Information
3. Addressing the Needs of Each Pupil
4. Linking Curriculum Learning to Careers
5. Encounters with Employers and Employees
6. Experiences of Workplaces
7. Encounters with Further and Higher Education
8. Personal Guidance

### Provider Access Policy

This policy statement sets out the school's arrangements for managing the access of providers to pupils at the school for the purpose of giving them information about the provider's education or training offer. This complies with the school's legal obligations under Section 42B of the Education Act 1997.

### Pupil entitlement

All pupils in years 8-11 are entitled:

- ✓ to find out about technical education qualifications and apprenticeships opportunities, as part of a careers programme which provides information on the full range of education and training options available at each transition point.
- ✓ to hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships – through options events, assemblies and group discussions and taster events.
- ✓ to understand how to make applications for the full range of academic and technical courses.

### Careers Entitlement Statement

Parent/Carers will be provided with a copy of the Careers Entitlement Statement in their child's induction. Parent/Carers will also be signposted to the school website where they can find out further information about the school's careers offer.

## Careers Entitlement Statement

All students are entitled to independent and impartial external careers guidance and, in school, we will provide you with opportunities to develop your aspirations. Students need to reflect and evaluate their goals and use information obtained to help make decisions about career pathways. Lessons and events will help support the entitlement statements below.

It is your future so you have a responsibility to:

- Make the most of the opportunities offered to you
- Research your options
- Have 'post-16' career meetings with your school's visiting Careers Adviser
- Be prepared to be realistic when looking at post-16 opportunities
- Be prepared to work hard in order to reach your full potential

While at school the minimum entitlement we will support you with:

- Give you the opportunity to access independent and impartial careers guidance
- Give you the opportunity to meet with different industries/employers
- Give you the opportunity to learn about the world of work
- Be treated with appropriate confidentiality

Key Stage 3 our aim is to support you with:

- Develop confidence in yourself and your abilities
- Think about what your strengths are and what skills will help you achieve your goal
- Help you think about what aspirations you have and a goal that you would like to achieve when you leave school

Key Stage 4 our aim is to support you with:

- Providing access to information regarding different college courses and understand Post-16 options
- Have access to 1:1 independent and impartial careers guidance
- Use different resources to provide relevant and helpful information
- Be able to identify your skills and strengths needed to achieve your desired profession
- Identify and set yourself future goals

Parent/Carers entitlement: Parent/Carers can access careers support for their child in a variety of ways including:

- Careers information on the school website
- Access to computer based careers programmes such as START.
- Parent/Carer's have the opportunity to arrange a meeting with our Careers Adviser