

Careers Policy			
Version	2	Approved by	Great Oaks Governors
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Lead officer	Assistant Headteacher for P16 College/ Careers Lead	Review date	October 2023
Contact	Kate Henty & Emily Williams	Effective date	September 2022

Introduction:

Careers education and guidance programmes make a major contribution to prepare young people for the opportunities, responsibilities, and experiences of life. At Great Oaks School, we are committed to providing high quality careers education, information, and guidance (CEIAG) to all students. This policy indicates how Great Oaks meets the statutory requirements by providing our students with a comprehensive programme CEIAG for all students in years 7 – 11. We continually review our offer to work towards the eight Gatsby Benchmarks, ensuring every student receives comprehensive, tailored and impartial advice and guidance appropriate to their needs.

Vision:

At Great Oaks school, we aim to help every student to achieve their next best step, ensuring they are prepared for adulthood and experience real confidence about future opportunities. Through person centered planning with the Education, Health & Care plans at the core, we support students to articulate their aspirations for adult life, including for many their aspiration to work.

We will do this by:

- Developing meaningful opportunities to experience and learn about the world of work
- Inspiring students to set ambitious goals for their future and equipping them with the skills to get there
- Encouraging employers of the business benefits of offering aspirational work experience, apprenticeships, and supported internships to our students

Student Entitlement:

Students are entitled to receive an impartial and high-quality careers education, information and guidance, from the Year 8 through to the end of Key Stage 5.

Given the diverse range of needs of the students at Great Oaks, the CEIAG provision for different groups of learners will be tailored to meet their needs. This is likely to be different for the students in different Pathways but will also be personalised to meet individual needs. (*Gatsby Benchmarks 1,3,4,5 & 6*)

Examples of how the careers programme is included in each year group in Pathway 3 and 2 is included below:

Year 8	Explore World of Work through PSHE Sessions and continue to develop English, Maths and communication skills needed for later World of Work sessions. Visiting a range of community locations and workplaces and consider how their learning links to future opportunities.
Year 9	PSHE and Tutor sessions to consider longer-term aspirations. Annual review will take into account preparing for adulthood outcomes and set structure and plans for the next key stage.
Year 10	Students choose options for their Key Stage 4 study and begin to follow their interests. World of Work Curriculum incorporates ASDAN and explicitly teaches skills to prepare for work and life beyond school. This includes interview skills and CV writing. Students also have a range of opportunities to carry out work experience and develop leadership skills across the school. Students will also have the opportunity to visit local colleges and further education providers in the Summer Term of Year 10. Events “Moving on Event” Post 16 Options Information and Advice Evening
Year 11	Students have the opportunity to participate in Friday Vocational Learning mornings and develop practical skills in this area as well as workplace skills. Students continue to study their World of Work Curriculum appropriate to their needs. Students are able to select and participate in a two -week work experience placement to gain real life experiences of a workplace that matches their interests. For those students unable to take part in an off-site work experience, we have in-house placements and deliver a “World of Work Fortnight” which encompasses a range of skills and experiences preparing students for the next stage in their education. Event: “Moving on Event” Post 16 Options Information and Advice Evening
Post-16	We offer a broad range of vocational work experience, on the farm, in the cafe, creating products to sell in our on-site shop to build skills needed for work, including those in the Skills Builder Framework; speaking, listening, teamwork, creativity, aiming high, staying positive, leadership and problem solving. In addition all students will be given the opportunity through options to participate in a range of different vocational activities and supported in making onward applications of these skills into adulthood. “Moving on Event” Post 16 Options Information and Advice Evening

We also offer whole school events as part of our CEIAG programme:

	Autumn Term	Spring Term	Summer Term
Whole School Events	Whole School Enterprise Week- <i>Selling a product, Pitching in Dragon’s Den</i>	Charity Week- Fundraising activities	Whole School Careers week- encompassing a Careers Fair Summer Fair Enterprise Challenge

For students in Pathway 1, our CEIAG will look very different in order to meet the needs of the students. This provision focuses on ensuring our students have:

- the opportunity to gain the skills needed for their next steps into adulthood
- supporting for the ongoing development of cognition and communication skills
- a positive impact and feel valued
- opportunities and support to develop positive relationships and friendships

Using the Talentino “Same but different model”, we interpret Gatsby Benchmarks differently for our students in Pathway 1 and define Careers Education information and guidance in a way which is meaningful and appropriate. For example Encounters with Employers (*Benchmark 5*) we define as experiencing different community locations and having the opportunity to interact meaningfully there. These aspects of our CEIAG programme are currently being developed and will be shared in greater detail once complete.

Personal Guidance:

In line with statutory guidance students within the school are entitled to receive opportunities for guidance interviews with a qualified careers advisor. As a school we currently buy in this service through EBP and our Year 11 students have an individual or small group interview prior to the “Moving on” Event in the Autumn Event. For some of our students this experience may not be meaningful or appropriate, therefore our pastoral staff and tutors offer ongoing advice and support to pupils and their families about next steps throughout their time at Great Oaks. (*Benchmark 8*)

Working with Partners:

At Great Oaks we have strong links with other local colleges, further education, Post 16 and Post 19 providers (*Benchmark 7*). These connections ensure we are able to signpost and support students and their families to find out about their transition options at the end of Key Stage 4 and Key Stage 5. These partners include:

- ❖ Southampton City College
- ❖ Totton College
- ❖ Eastleigh College
- ❖ Itchen College
- ❖ Sparsholt College
- ❖ A range of adult day services in the City

We also work closely with EBP South, Solent LEP, Solent Careers Hub and our Enterprise Advisor who all contribute to the school's CEIAG provision.

Provider Access Statement:

Schools are required to ensure that there is an opportunity for a range of education and training providers to access students in years 8 to 13 for the purposes of informing them about approved technical education, qualifications or apprenticeships.

Schools must also have a policy statement that outlines the circumstances in which education and training providers will be given access to these students.

This is outlined in section 42B of the Education Act 1997.

All providers wishing to request access should contact Tony Parkes (see below). All relevant checks should be made and have these verified prior to access. They should also provide a detailed plan of activities and further links.

A provider wishing to request access should contact Emily Williams, Careers Leader

Telephone: 02380767660

Email: emilywilliams@greatoaks.school

Monitoring and Review:

- Great Oaks School will carry out a termly audit against the Gatsby benchmarks through The Careers and Enterprise Companies Compass Tool.
- The Extended Leadership team will monitor progress and measure the impact of the programme against the careers plan.
- The programme is reviewed annually by the Careers Lead. Changes and improvements to the programme are entered into the School Improvement Plan along with timescales for completion.
- This policy and careers programme shall be reviewed every year and revised if necessary.
- The document will be approved by the governing body