

CAREERS EDUCATION AND GUIDANCE POLICY

The school's Careers Education and Guidance Policy has been developed over a number of years by members of the school staff, taking into account feedback from pupils, parents, employers and relevant outside agencies. It has been approved and is actively supported by the Trustees. In its most recent form, it links to statutory guidance "Careers guidance and access for education and training providers" January 2018.

Aims

The aim is to instil in all pupils the necessary confidence, awareness and flexible skills to make a successful initial transition from education into the world of work, and to subsequently continue with effective life-long career development and fulfil their potential.

Objectives

From September 2013, The Education Act of 2011 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.

The following are realised by classroom and co-curricular activities, working with ADVIZA (the school's impartial careers provider) and utilising the LV4Life programme and Morrisby Careers profiling provision:

- promote self-awareness and aid the development of values, skills and behaviours required to get on in life
- enable the development of a range of character attributes which underpin success in education and employment
- promote decision-making skills in relation to option and career choice
- promote awareness of opportunities on a local, national and international scale
- develop application skills, including use of IT
- enable pupils to make informed choices about a broad range of career options
- support pupils in developing a personal action plan and CV during Year 11
- through appropriate Morrisby testing at the end of Year 10 and in the Sixth Form alongside individual guidance interviews
- provide support with careers advice with provision from ADVIZA at parents' evenings and options events in Year 9 through to Year 13
- enable conceptualisation of careers and opportunities by hosting a range of visiting speakers from Universities, apprenticeship providers, alumni and potential employers
- provide support for all pupils to gain work experience in Year 12, including placements abroad

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- offer over 16's opportunities to attend careers fairs and taster courses primarily provided by UCAS, Universities and ADVIZA
- provide support and advice for students applying for Higher/Further Education, positions of employment and for modern apprenticeships
- review the careers advice provided by ADVIZA on an annual basis

Gatsby Benchmarks

A careers lead (Paul Hodges) has been assigned to the role of overseeing the careers provision at LVS Ascot.

LVS Ascot is committed to providing all students in Years 7-13 with a programme of careers activities and supporting activity. The programme has been assessed in line with the eight Gatsby benchmarks for ensuring best practice and to meet the requirements of the Department for Education's statutory guidance 2018.

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 work places
7. Encounters with further and higher education
8. Personal guidance

Meeting the Gatsby Benchmarks is an ongoing process and detail of our current provision in this respect is shown in Appendix 1.

Last reviewed: 04.10.2018
Reviewed by: Paul Hodges
Review no later than: 04.10.2019

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Appendix 1: Gatsby Benchmarks & LVS/Morrisby

Benchmark	Current Provision	Use of Morrisby Assessment
1. A stable careers programme	LV 4 Life PSHE programme Science week WOW events Year 12 work experience	Offered to all Year 10+ pupils available 24/7 with a 'login for life' School staff can access pupil records Pupils can choose to share their personal careers web-space with their parents In-built statistical analyses allow the school's careers team to monitor and develop their ongoing provision of careers and educational guidance
2. Learning from career and labour market information	WOW careers events	Using key web resources: Pupils can explore career and labour market information including salary and employment trend data They can research opportunities after 16 and 18, including apprenticeships
3. Addressing the needs of each pupil	Impartial IAG from Adviza supporting pupils from international backgrounds and pupils with SEN and other disabilities. LV 4 life careers programme for all pupils	Each pupil receives a lifelong, personalised service with career, educational and training suggestions individually tailored to them The aptitude assessment results are objective, free from bias and designed to raise pupil aspirations Pupils can access the interview summary and

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		action plan agreed with their adviser
4. Linking curriculum learning to careers	LV 4 life Science Week	Subject suggestions are based on pupil's interests, preferences and the criteria they need for their intended career directions Web access means availability to information across curriculum and throughout all school years There are nearly 700 career descriptions, including a broad range of STEM careers; these descriptions highlight the routes to each career and entry requirements
5. Encounters with employers and employees	Year 12 work experience WOW careers events Year 12 UCAS exhibition Science week	Career and subject descriptions include: Video clips of employees talking about their job roles Links to professional bodies and job sites
6. Experiences of workplaces	Year 12 work experience WOW events	A pupil's career suggestions will highlight the areas where work experience is likely to be most beneficial
7. Encounters with further and higher education	Year 12 UCAS exhibition	The Study Interests questionnaire introduces relevant study areas within FE and HE, and links to

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		<p>apprenticeship vacancies on gov.uk</p> <p>Pupils can access links to local FE colleges</p> <p>Linking to UCAS and Eunicas, pupils can access information on over 50,000 HE courses in the UK and Europe</p>
8. Personal guidance	<p>Adviza personal guidance interviews for all pupils including parents evening from Year 9-13</p> <p>Morrisby feedback</p>	<p>Morrisby offers training for school staff to deliver feedback to pupils on their Morrisby reports.</p> <p>Pupils can access impartial, independent careers information and advice, for free, from professional careers advisers at Morrisby</p>