



Careers Education, Information, Advice and Guidance Policy

Amended: July 2022

Next Review date: July 2023

Agreed by the Local Governing Body: Oct 2022

Rationale

Fort Pitt Grammar School believes that every child should leave school prepared for life in modern Britain. Careers Education Information Advice and Guidance is essential if young people are to make a successful transition into adulthood and equips them with the knowledge, skills and attributes needed to enter and thrive in the working world.

Our careers education programme provides students with the opportunity to plan and manage their careers effectively, ensuring progression which is ambitious and aspirational. It promotes equality of opportunity, celebrates diversity and challenges stereotypes. It is designed to meet the Gatsby benchmarks and conforms to statutory requirements (DfE Careers Guidance; Jan 18).

Context

Students at Fort Pitt enjoy a 2-year KS4 programme meaning that they choose their GCSE options in Y9. Each year, the vast majority of Y11 students choose to join our Sixth Form. They are joined by students who join us from other local schools. Around 75% of these students choose to go onto Higher Education while others choose Level 4 Apprenticeships or to move straight into the world of work.

Fort Pitt Grammar School is committed to ensuring that high quality careers advice and guidance is provided at every point at which students are having to make decisions about their next steps. At these stages, we ensure that appropriate advice and guidance is available, including information and support regarding university study, apprenticeships, employment or study with an alternative provider.

Fort Pitt Grammar School is committed to providing all pupils in Years 7-13 with a careers programme which is embedded into the curriculum and includes a variety of enrichment activities. The programme has been developed in line with the Gatsby benchmarks for ensuring best practice and to meet the requirements of the Department for Education's statutory guidance 2018.

The Gatsby benchmarks are:

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
9. Ensure young people progress onto their relevant next stage.

Aim

We aim to support students to make informed decisions about their future, by raising aspirations and providing impartial and independent information and guidance.

Objectives

To ensure that students:

- Develop the skills and attitudes necessary for success in adult working life
- Are aware of the range of opportunities that are available to them at 13+, 16+ and 18+
- Are equipped with the necessary decision-making skills to manage those transitions
- Develop and awareness of the variety of education, training and careers opportunities both locally and nationally

- Use resources effectively to help with informed decision making
- Benefit from the school's links with local businesses and educational establishments
- Experience the world of work and develop transferable skills
- Secure a relevant destination that ensure progression at each stage
- Experience a culture of high aspirations which celebrates diversity and challenges stereotypes
- Receives individual guidance

Roles and responsibilities

All staff contribute to the implementation of this policy through their roles as form tutors and subject teachers. Heads of Department are responsible for linking careers information to their curriculum areas. A range of connections between Higher Education, and employers are forged and developed to support the curriculum through KS3-5.

Careers Team

- Sally Doran (AHT): SLT member with strategic responsibility for Careers
- Paul Murphy, Link Governor
- Andy Scott – SENDCO

Monitoring, Recording and Evaluation

There are opportunities for students to self-evaluate and reflect on their learning at key points. All students in Y8-13 have a profile on Unifrog through which their activities and skills development can be recorded and monitored by staff including form tutors and the careers team. Evaluation is also completed via surveys after key events. Leavers' destination data is also analysed.

Careers and SEND provision

Every pupil with SEND follows the same programme of careers as their peers, with adaption and support from the SEND team where appropriate. Where necessary, an interview with the schools Careers Advisor will be undertaken to ensure all possible support and advice had been provided. Form Tutors can refer SEND students to the Careers Advisor and students can also self-refer. The SENDCO meets with parents/carers to discuss option suitability where individual need is likely to have an impact on choices made during the option process. Support is provided for SEND students for work experience to ensure a positive experience.

Partnerships

THE CEIAG programme is greatly enhanced through links to other institutions and employers, both locally and nationally. These links include those made with alumni, local employers, parents and governors. A number of events within the school programme, offer providers an opportunity to come into school and speak to pupils and their parents. In addition, we work closely with universities across the country, including Oxbridge, Russell Group and others, both locally and nationally. We always strive to expand and improve our contacts.

Policy statement for provider access

We welcome approaches from external providers. A provider wishing to request access should contact Sally Doran at sdoran@fortpitt.medway.sch.uk, (see separate policy for further details).