

Enrich Academy

Careers Policy

Lead Teacher – Katherine Slingsby

Accountable Senior Leader – Claire Sansom

Implementation date – December 2022

Review Date – December 2023

Purpose

Enrich Academy is dedicated to raising aspirations and inspiring students to achieve their full potential. We are committed to our statutory duty to provide students with impartial Careers Education, Information, Advice and Guidance (CEIAG) to students in Years 10 and 11 to ensure that every student is able to access an appropriate post 16 pathway when they leave at the end of Year 11.

Key Aims and Objectives

The school's aim is to prepare all students for successful progression into Further Education, training and/or work. We aim to provide independent information, advice and guidance, using the Gatsby benchmarks to ensure quality provision. Enrich Academy uses the Compass Tool to track its progress against the Gatsby Benchmarks. The Careers Leader has responsibility for completing the Compass Tool on a termly basis and uses this data to identify areas for further development. Each year the school receives a report which outlines the Post 16 destinations for the most recent Year 11 leavers. This data is used to assess the impact and evaluate the effectiveness of the careers programme.

We aim to:

- To develop students' understanding of their strengths, interests and personal qualities;
- To encourage students to explore potential careers through curriculum based activities, one to one careers guidance, access to career guidance resources in a variety of media as well as work related activities delivered by industry representatives both in school and off-site;
- To develop the skills essential for a work environment, including building resilience and confidence;
- To support the transition from school to students' chosen post 16 destination.

Staffing

The lead teacher for Careers, Katherine Slingsby, has responsibility for planning the Career's programme and ensuring students have access to a range of high quality Careers provision, thus working towards meeting the Gatsby benchmarks (in accordance with DFE statutory guidance). The Senior leader with responsibility for Careers, Claire Sansom, will monitor progress towards the aims set out within the Careers policy, with a view to reducing NEETs each academic year.

Provision

Enrich Academy is committed to ensuring students gain information about a wide range of careers and pathways. The curriculum is developed to encourage students to aim high and are able to access a full range of professions.

Guidance ensures students from all backgrounds and diversity groups are supported to consider a range of careers, including disadvantaged students and those with SEND.

All curriculum areas provide careers information and link subject related skills to those required in industry and employment. Careers education is also delivered and discussed during form time with personal tutors.

Enrich Academy provides access to careers software and websites and has a range of information resources available to students. Post 16 providers visit school to meet students, run workshops and offer taster sessions to provide a secure transition for next steps. Vocational training and apprenticeships are promoted from providers both in school and in the workplace.