



BELLE VUE GIRLS' ACADEMY

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Careers Policy

Reviewed by	Approved by	Date of Approval	Next Review Date
VW	LGB	May 2023	May 2024

Introduction

Careers education and guidance programme plays a major part in helping all our students choose pathways that suit their interests, abilities and individual needs. A robust careers programme puts academy learning into a wider and relevant context and helps raise aspirations and in turn achievement. Belle Vue Girls' Academy offers high quality careers advice and guidance, to support all our students by raising their aspirations and achievement and equipping them with skills that all students need to navigate the 21st century employment market. Our CEIAG programme plays a major role in the student's personal development by preparing them for opportunities, responsibilities, and experiences in later life. It helps our students to plan and manage their careers effectively, ensuring progression which is ambitious and aspirational and increases their independence and resilience. It promotes equality of opportunity, celebrates diversity and challenges stereotypes and develops students' understanding of how the employment market works today and how to make the most of the vast array of opportunities open to them.

Context

Belle Vue Girls' Academy is committed to delivering careers education of the highest possible standard and to all year groups through a series of activities that are appropriate to students' stages of career learning, planning and development. Our Career programme is guided by the eight Gatsby benchmarks to ensure best practice and to meet the requirements of the Department for Education's statutory guidance published in July 2021.

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 Careers Programme

Our Career programme is delivered through a combination of methods. It is delivered to whole form classes through PD sessions, assemblies, presentations, employer visits, work experience, seminars, workshops, drop down days and one to one meeting for all of our year 11, 12 and 13 students. Additionally, several special

events are held such as the BVGA Careers Fair and year 7 Career event. We aim to continue to give all our students, up to date, relevant information that will help them to reach their personal aspirations and goals, making the very most of their time spent at Belle Vue Girls' Academy. To enable students to track their progress and have a record of their skills, achievements and goals, they are registered on Unifrog platform which contains record of their engagement.

Aim

To help all our students develop the skills and confidence to make realistic and informed decisions about their futures and to manage the transitions from one stage of their education to the next.

Objectives

- To ensure that students develop the skills and attitudes necessary for success in modern Britain
- To make students aware of the range of opportunities which are available to them in continued education and training including technical education qualifications and apprenticeships
- To equip students with the necessary decision-making skills to manage transitions
- To develop in students an awareness of the wide variety of education, training and careers opportunities both locally and nationally
- To encourage students to make good use of resources available to them, in order that they can make informed and appropriate choices throughout their BVGA journey
- To foster links between the academy, local businesses and further/higher education establishments
- To enable students to experience the world of work and develop transferable skills
- To ensure that all our students leave the academy to enter employment, apprenticeship, further education or training
- To maintain a culture of high aspirations
- To promote equality of opportunity, celebrate diversity, challenge stereotypes and ensure all students who require any extra assistance and guidance to reach their potential, receive it.

Implementation

Belle Vue Girls' Academy guarantees impartial advice from qualified CEIAG practitioner and one to one meeting at least once for all students while at our academy. We provide impartial promotion of independent websites relevant to all career needs from choosing a college, training provider or university to pursuing a career, and therefore fulfil legal requirements under the provider access duty, commonly known as the 'Baker Clause'. We provide opportunities for a range of education and training providers to access all year 7 to 13 pupils to inform them about approved technical education qualifications and apprenticeships. We deliver events with a variety of external speakers offering independent sources of information including several local and national employers, representatives from professional bodies and training providers. Our Careers Coordinator ensures that impartial information is presented in a variety of media, including our Twitter, Sway newsletter and web site. Our Career provision is reviewed on a regular basis by the Careers Coordinator and SLT Link. College and University prospectuses are current, and available in the Hub and also in the 6th form area. The timetabled Year 11, Year 12 and Year 13 career interviews are held in the Hub, the 6th form Office or via Progression Module sessions. During break and lunch times and after school, one to one meeting or small group session can be arranged with Mrs Pickerden at either the request of the students or staff.

Monitoring, Review and Evaluation

This policy will be reviewed annually as part of the whole-academy self-assessment process and will be reviewed by the governors when any additions or amendments are made.

The Careers Coordinator's work is reviewed through the already established academy Quality Assurance cycle. Student voice activities are conducted with students from various year groups at least once a year, with a separate survey used to collect feedback on the careers fair and work-related learning.

A report on the careers programme and Destinations is presented to the SLT annually. We use 3 times per year the Compass audit tool to evaluate how the academy manages careers education in line with the Gatsby Benchmarks and make adjustments as appropriate.

Intended destinations are reported to the Local Authority each spring to demonstrate year 11 are receiving appropriate Careers guidance and are not in danger of becoming NEET.

A Local Governing Body member is also linked to CEIAG.

Belle Vue Girls' Academy recognises that parents/carers remain the biggest influence on a young person's career choices and as such we offer parents help

and guidance at critical stages in the students' time with us. Parents/carers have the opportunity to speak to the Careers Coordinator by phone or by appointment.

Links with our MAT BDAT

Our MAT BDAT are regularly informed about the progress of our careers programme via visits to the school and reports/presentations delivered by the Careers Coordinator and SLT Link at cross trust PLC meetings which take place once every half term.

Access

A number of events, including Careers Fair, integrated into the academy careers programme, will offer all interested providers an opportunity to come into school to speak to pupils and/or their parents. A provider wishing to request access should contact Mrs Pickerden CEIAG Coordinator or Mrs Crabtree Work Related Learning Coordinator.