



BELLE VUE
GIRLS' ACADEMY

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Careers Policy

Reviewed by	Approved by	Date of Approval	Next Review Date
VDU	LGB	Summer Term 2026/27	Summer Term 2027/28

Introduction

Our Careers Education, Information, Advice and Guidance (CEIAG) programme plays a major role in helping all our students choose pathways that suit their interests, abilities, and individual needs.

A well-planned and progressive careers programme supports pupils to make informed decisions, raises aspirations and improves outcomes by linking learning to future opportunities.

Belle Vue Girls' Academy offers high-quality careers advice and guidance to support all our students by raising their aspirations and achievement, and by equipping them with the skills they need to navigate the 21st-century employment market.

Our CEIAG programme contributes significantly to students' personal development by preparing them for the opportunities, responsibilities, and experiences of later life.

It helps students to plan and manage their careers effectively, ensuring progression that is both ambitious and aspirational, while increasing their independence and resilience.

The programme promotes equality of opportunity, celebrates diversity, challenges stereotypes, and develops students' understanding of how the employment market works in a rapidly changing global and digital economy.

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Context

Belle Vue Girls' Academy is committed to delivering careers education of the highest standard to all year groups, through a series of activities appropriate to each student's stage of career learning, planning, and development.

- Our careers programme is guided by:
- The Gatsby Benchmarks (updated 2024)
- The CDI Career Development Framework (2021)
- Department for Education statutory guidance: Careers guidance and access for education and training providers (updated 2023)

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 workplaces

7. Encounters with further and higher education

8. Personal guidance

The CDI Framework

- Grow throughout life
- Explore possibilities
- Manage career
- Create opportunities
- Balance life and work
- See the big picture

Our careers programme is delivered through a wide range of approaches to ensure accessibility for all students, including:

- Personal Development (PD) sessions,
- Assemblies and presentations,
- Employer encounters and visits,
- Work experience and opportunities
- Careers Fairs (including the BVGA Careers Fair)
- Workshops and dropdown days
- One-to-one guidance interviews for Years 11, 12 and 13

Students also have access to Unifrog, which enables them to track their progress, record achievements and explore pathways.

Careers learning is embedded across the curriculum (Gatsby Benchmark 4), ensuring all students understand the relevance of their subjects to future pathways.

Aim

To help all students develop the skills, knowledge and confidence to make informed decisions about their future and successfully manage transitions at each stage of their education, training or employment.

Objectives

- To ensure that students develop the skills and attitudes necessary for success in modern Britain
- To raise aspirations and challenge stereotypes
- To make students aware of the range of opportunities available, including technical education pathways and apprenticeships
- To equip students with effective decision-making and career management skills
- To develop awareness of local, national and global labour market opportunities
- To encourage effective use of careers resources such as Unifrog and labour market information (LMI)

- To strengthen links between the academy, employers and further/higher education providers
- To enable students to experience the world of work and develop transferable skills
- To ensure all students progress to sustained destinations (education, employment or training)
- To promote equality, diversity and inclusion in all aspects of careers education

Implementation

Belle Vue Girls' Academy guarantees:

- Access to impartial careers guidance provided by a qualified careers adviser (Level 6 or above)
- At least one personal guidance interview for all students by the end of Year 11, with additional guidance in Key Stage 5
- Opportunities for one-to-one guidance are also available to Key Stage 3 students on request, ensuring support is tailored to individual needs

The school fulfils its duty under the Provider Access Legislation (PAL) / Baker Clause by:

- Providing opportunities for a range of education and training providers to speak to students in Years 7–13
- Ensuring students are informed about apprenticeships, T Levels and technical pathways

We also provide:

- A range of employer encounters (local and national)
- Access to further and higher education providers
- Regular careers communication via the school website, newsletters and Sway updates

Careers provision is strategically led and quality assured by the Careers Leader (also the SLT link), with day-to-day operational delivery supported by the Work-Related Learning Manager, ensuring effective implementation and continuous improvement.

Careers resources, including prospectuses, are available in the Hub and Sixth Form areas, and students can request additional guidance through appointments.

Monitoring, Review and Evaluation

This policy will be reviewed annually as part of the whole-school self-evaluation process and approved by governors.

The careers programme is monitored through:

- The academy Quality Assurance cycle
- Student voice and feedback activities
- Evaluation of key events (e.g. careers fair, work experience)
- Compass+ self-evaluation tool (used at least three times per year)

Destination data (including sustained destinations) is analysed annually to inform improvements.

A report on careers provision is presented to:

- Senior Leadership Team (SLT)
- Local Governing Body (LGB)

The school also reports intended destinations to the Local Authority to support prevention of NEET (Not in Education, Employment or Training).

A named governor has responsibility for CEIAG.

Parental Engagement

Belle Vue Girls' Academy recognises that parents/carers play a key role in shaping students' career aspirations.

We provide information, advice and support to parents at key transition points through meetings, events and communication via the website and newsletters.

Parents/carers may contact the Careers Leader for guidance by appointment.

Trust (BDAT) Links

Our Trust (BDAT) monitors the effectiveness of careers provision through:

- Regular visits
- Reports and presentations
- Cross-trust professional learning communities (PLCs)

Access for Providers

A range of events, including the Careers Fair and curriculum-linked activities, provide opportunities for providers to engage with students and parents.

Providers wishing to request access should contact: Mrs Crabtree (Work Related Learning Coordinator).