



Date of review: July 2021

Date of next review: July 2022

Responsible person: Lead Careers Co-ordinator

Careers Policy

Rationale

Careers programmes make a major contribution to preparing young people for the opportunities, responsibilities and experiences of life. A planned programme of activities from 11-16 supports them in choosing 14 – 19 pathways that suit their interests and skills and inspire them to consider a range of career pathways to help ensure sustained employability throughout their working lives. Careers guidance is a central part of the whole school ethos.

This policy sets out the Academy's arrangements for managing the access to providers of pupils at the academy for the purpose of giving them information about careers or training offers. This complies with the academy's legal obligations under the section 42B Education Act 1997.

Commitment

The Boulevard Academy is committed to providing a programme of careers information for all students in Years 7-11. The Boulevard Academy is committed to providing a high quality and impartial careers guidance for all our students in partnership with external providers, which includes Humber Local Enterprise Partnership, Careers and Enterprise Company, Humber Outreach Programme, Hull City Council and other appropriate agencies. The Boulevard Academy endeavours to follow –

- Careers guidance and access for education and training providers (DfE, 2018)
- The Gatsby Benchmarks (Gatsby Charitable Foundation, 2014)
- Any other relevant guidance from DfE, QCA, CDI and Ofsted as appropriate.

The Boulevard Academy is committed to ensuring that the eight benchmarks of good practice from the 'Good Career Guidance Report' (2014) by the Gatsby Charitable Foundation and further guidance from the DfE in 2018, are in place. These eight 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 from employers and employees
6. Experience of workplaces
7. Encounters with further and high education
8. Personal Guidance

We commission independent careers guidance for all our students within the academy. The primary focus is on Year 11 students, though all years will receive a comprehensive careers education through a range of opportunities:

- Assemblies
- STEM days
- Educational visits linked to career or virtual encounters if Covid-19 prohibits this
- GCSE option evenings

- Tutor time careers programme
- Work experience

Students in KS4 who are disadvantaged (in receipt of 16-19 Bursary/Pupil Premium/CLA) or those who have an EHC plan or statement are given priority when scheduling the one to one appointments. The school also provides opportunities for some of our students to obtain scholarships for post 16-private school education, by networking with local private education providers.

Aims

This careers Policy has the following aims:

- To contribute to strategies for raising achievement, especially by increasing motivation and aspiration
- To support inclusion, challenge stereotyping and promote equality of opportunity
- To encourage participation in continued learning including Further Education and apprenticeships
- To develop enterprise, employment and citizenship skills
- To contribute to the economic prosperity of individuals and communities
- To meet the needs of all our students by maintaining strong links with local businesses, training providers and employers
- To focus students on their future aspirations.

Roles / Responsibilities and Accountability

All staff contribute to the careers programme through their roles as tutors or subject teachers. Specialist sessions are delivered by trained staff or outside agencies. The Careers Leader has an overall responsibility for the provision of careers education and ensuring the academy meets the statutory requirements and achieves the Gatsby Benchmarks.

Student Entitlement

Students at The Boulevard Academy will benefit from:

- Having completed a CV writing workshop/lesson
- Having the knowledge/skills to effectively apply for the next stage of their education/employment
- Being able to access a variety of sources of information about careers
- Access to literature in the library relating to careers and their next steps
- Work experience provision where it is appropriate and beneficial
- Meaningful encounters with employers, helping all students learn about what work is like or what it takes to be successful at work.
- Having gained interview skills and practice. This will include the Year 11 'Mock Interview Day', with volunteers from local and national businesses, employers and companies. Also during Year 11 with an independent careers adviser and/or senior member staff for Post-16 courses.
- Access to a range of activities that inspire them, including employer talks, careers fairs, motivational speakers, college and university visits – as long as these are Covid-19 safe.
- Links with local employers, to help boost attitudes and employability skills, learn about the range of roles and opportunities available.

- Access to advice on options available at Post-16 including apprenticeships and entrepreneurialism, and opportunities available from other post-16 providers.
- Activities during form time in all year groups that promote awareness of a wide range of career opportunities and progressive routes.
- Tailored support for all statemented and EHCP students through progression and transfer reviews, and individual meetings for all students in Year 11 and above.

Curriculum

Careers forms a part of the academy's tutor time programme in both KS3 and KS4. The careers programme during tutor time includes, career guidance activities (group work and individual interviews), information about careers and the world of work, work-related learning, and individual learning planning/portfolio activities and developing skills useful for the world of work. Visits from external agencies such as Higher Education establishments are provided at appropriate times. In KS4, students will revisit the above content but at a higher level and will use this time for work experience preparation and their post-16 application.

This is complemented by a range of organised career in-house events. Every summer the school hosts a Careers Month in July, with a focus on careers in curriculum lessons and a number of planned careers activities. Throughout the year we provide further opportunity for students to learn about their future opportunities and routes open to them and how to access them successfully, using our many business links.

Many individual subject areas organise visits/workshops for students in Years 7-11 that provide insight into careers within that subject and allow students to work with professionals.

Links with other Policies

This policy supports and is underpinned by key school policies including those for Teaching and Learning, Assessment, G & T, Work Experience, Access Provider statement and SMSC. Through our school ethos and learning both within and beyond the classroom, we provide opportunities for students to develop the skills, knowledge, understanding, characteristics and attitudes they need to be active and employable citizens.

Equality and Diversity

Careers information, advice and guidance is provided to all students and provision is made to allow all students to access the programme on offer. Students are encouraged to follow career paths that suit their interests, skills and strengths with the absence of stereotypes. All students are provided with the same opportunities and diversity is celebrated.