

# **Careers Guidance Policy**

## **Fairfax Academy**

### **Part of Fairfax Multi-Academy Trust**

## **2022-2023**

<b>Document Owner:</b>	<b>Wendy Gray, Assistant Principal</b>
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## **Careers Education and Guidance Statement**

### **Vision and purpose**

Promoting a career development culture is an essential part of the mission and ethos of our school. We aim to support the aspirations of all our learners and to ensure that they gain the understanding, skills and experience they need to make progress and succeed in learning and work. We believe that effective careers education and guidance not only contributes to the well-being of individuals but also to the wellbeing of their families, the communities to which they belong, wider society, businesses and the economy.

### **National and local expectations**

We are committed to meeting national and local expectations in relation to careers by:

- Ensuring all our students from Y7 –Y13 have access to our own Careers Advisor whose key aim is to remain independent and impartial when giving advice and guidance as required by the 2011 Education Act. In implementing this duty, we will pay particular regard to the DfE's principles of good practice (July 2021) and Ofsted's inspection criteria for evaluating careers provision in schools (September 2021)
- fulfilling our duties under the Equality Act 2010 to promote equality of opportunity, foster good relations across all people, eliminate harassment and discriminatory practices and support children with protected characteristics

### **Current priorities**

Our careers strategy is informed by these current priorities:

- supporting individual aspirations, improving attainment and ensuring positive destinations by ensuring pupils are exceptionally well prepared for the next stage of their education, employment or training
- meeting the needs of specific groups including looked after children, young carers, children from economically-deprived backgrounds and children with special educational needs and disabilities
- developing learners' career management skills, especially those associated with career adaptability, resilience, enterprise and employability

- to provide access to in- house career fairs, remotely when necessary, where students in KS4&5 can meet and speak with employers, training providers and educational institutions
- improving young people's working lives by helping them to identify the values that are important to them such as contributing to the wellbeing of others through their paid and voluntary work
- to continue to offer opportunities for students to do challenge adventures where key employability skills can be enhanced
- developing the use of digital technologies to meet young people's career development needs in conjunction with face-to-face support
- adapting the digital strategies to continue to support young people's career development during periods of remote learning/national restrictions
- using the school website as a portal to link with other career related materials
- working with parents/carers, community and business partners to meet students' career development needs
- to continue to form links with both local and national employers
- to build upon and strengthen the alumni of the school asking for previous students to come back and speak about their career journey
- to implement a cross- trust CEIAG policy so all schools within the Trust can refer to.

## **Strategy**

To achieve the objectives of this policy, we will:

- ensure that the governing body is actively involved in shaping careers policy and strategy through its committee structure
- identify a senior member of staff to advise the senior leadership team and governors on curriculum, staffing and resource requirements; and to lead the development, implementation and evaluation of the school's careers provision with the support of other key post holders (e.g. SENCO, Head of Sixth) and specialist careers staff
- identify a middle leader to manage the day-to-day running of the PSHE programme
- develop and maintain an annual careers plan for achieving current priorities including delivering the planned programme, meeting staffing and CPD costs, and monitoring, reviewing and evaluating the strategy
- make available career appointments with the Careers Adviser for all year groups but focussing mainly on those in transitional years (Y9,11,12&13)
- offer on-line career packages so that students can freely access careers information

- set out clearly the contribution expected of all staff including subject teachers and tutors for students' career learning and planning
- communicate the benefits of effective provision to our partners, including link schools, and engage them in co-ordinating provision
- actively involve learners themselves in the planning, delivery and evaluation of the careers programme.

## **Review**

This policy will be reviewed by the Education Board Annually.

**Related documents: AIP; <http://www.fairfax.bham.sch.uk/academy-life/careers-programme-information/>**