

S6C Careers Policy

1. S6C's commitment & vision statement:

At S6C, careers education is designed to provide stimulating learning opportunities to inspire young people to explore and then pursue a wide range of career opportunities. We encourage and support students to develop skills that equip them for further study and working life, challenging them to realise their full potential regardless of social, economic or cultural background and ensuring they have explored the full range of pathways for progression available to them.

We believe that equal access to career education promotes equality, diversity, social mobility and challenges stereotypes.

S6C is fully committed to developing students to equip them for their future education and career path through careers related learning in their study programme.

The College recognises the importance of providing impartial careers advice and guidance and as such will ensure that there is an opportunity for a range of education and training providers to access their students for the purpose of informing them about approved technical education, qualifications or apprenticeships.

S6C believes careers education is fundamental in supporting young people to achieve and realise their full potential and empowers them to plan and manage their own futures through the development of key skills such as;

2. Time management
3. Self-awareness
4. Motivation
5. Team-work
6. Problem Solving
7. Decision making
8. Transition learning

2. How the policy was developed:

- This policy has been developed by the staff of S6C including the Careers Leader and the Senior Leadership Team.
- This policy will be reviewed annually by the senior leadership team. At every review, the policy will be approved by the Head of College and the Local Governing Body
 - Date of approval: 16th June 2021

- Date policy is due for annual review: 16th June 2022
- Policy has been approved by: SLT

3. Specific aims and learning outcomes:

- Well-informed about all the different post-18 options; higher education, apprenticeships and employment options.
- Understand which skills are needed by employers and universities and be aware of which skills the student has already developed and where the gaps are.
- Be able to identify strengths and use that knowledge to make decisions and plan future career options.
- Have a clear understanding of the learning pathways and qualifications that they will need to pursue their career.
- Understand how to make applications for the full range of academic and technical courses and employment opportunities and prepare for recruitment and selection processes.
- Develop skills to make successful transitions to next steps and future career opportunities.
- Be able to research and reflect on workplaces, workplace culture and expectations.

Student entitlement:

- At S6C we want to promote equality and challenge stereotypes in relation to careers. This strategy is available to all students regardless of ability, background, gender or ethnic group. When appropriate, additional opportunities will be offered to targeted groups in order to provide extra provision for those who require it. Careers education particularly needs to address the needs of those students who are SEND and those who are from lower income households. We aim to raise students' aspirations, and a focus on future career options has been shown to lead to more engagement in learning, and therefore increased attainment. This is a particular focus for our Multi-Academy Trust (MLP), as we want to promote high expectations and aspirations for all, regardless of social, economic or cultural background.
- All students are entitled to:
 - Find out about academic and technical education qualifications and apprenticeship opportunities, as part of our careers programme which provides information on the full range of education and training options available at each transition point
 - Hear from a range of local providers about the opportunities they offer, including academic and technical education and apprenticeships
 - Understand how to make applications for the full range of academic and technical courses and employment opportunities

See the [Provider Access Statement](#) on our website for more details about student entitlement.

4. Implementation:

What is being delivered?	To whom?	Who is it being delivered by?	How is it being delivered?
Life Skills tutorial programme	All of Year 12 and Year 13	Tutors with the support of the Pastoral Lead and Careers Leader as well as the use of online careers software, Career Pilot, including Pathway Planner	Fortnightly tutorial session with tutor delivering information and giving guidance. Alternate fortnightly independent study where students will use the Career Passport document to collate information and reflect on their careers research and experiences.
Development Days	Year 12 and Year 13	A development day in the calendar to enable visiting speakers from higher education, employers and apprenticeship providers as well as sessions delivered by tutors and teachers	Development day in the calendar, plus an additional day to register all students on UCAS and provide advice on applications
Visiting Speakers	All of Year 12 and Year 13	Visiting industry expert speakers for development day and in the taught curriculum in lessons as well as universities and employers to offer advice and guidance on Personal Statements and applications.	Targeted students or all students will attend talks
Visits to higher education providers	Year 12	Universities, employers and apprenticeship providers	All students will be given the opportunity to attend a UCAS Fair at a local university as well as other careers fairs as appropriate. All students can request up to three timetabled day visits to Universities and are actively encouraged to participate in weekend open events.
Experiences of the workplace	All Year 12s must complete 3 days work experience as a minimum by the Autumn term of Year 13	Local employers All technical qualifications where possible encourage meaningful employer engagement.	Work experience days and workplace visits

- The Life Skills programme is developed and managed by the Pastoral Lead and the Careers programme is managed and developed by the Careers Leader. All teaching staff and tutors contribute to the programme by embedding the vision across the College.
- Students can record and reflect on their research and experience through the Careers Passport document which they complete throughout Year 12 and can continue into Year 13. Participation in careers events is recorded by the Careers Leader through online forms to collect data from students.

How is the programme being resourced / funded

- There is budget provision for the careers programme and resources needed which is used to provide access to an independent careers adviser for students to have guidance appointments as well as careers software which all students have access to. There is also provision for a trip to a careers event off-site such as a UCAS fair. S6C also pays into a central careers service in the multi-academy trust that we are part of, the Magna Learning Partnership, for careers services.

The training that staff require involved in planning and delivery

- The Careers Leader is completing the Level 6 CDI Careers Leader accredited training
- The Careers Leader is committed to providing the tutors with relevant CPD and guidance in the delivery of any part of the careers programme and meeting the Gatsby Benchmarks.
- Any new members of staff will have the opportunity to meet with the Careers Leader to have an overview of the careers programme and delivery of careers education

5. Monitoring, review and evaluation of programme and delivery:

- The careers programme will be monitored and reviewed for continuous improvement using the Compass return completed termly. The programme and policy will be reviewed annually and the results of the Compass return will inform the evaluation and improvements.
- A review of the use of the Careers passport will take place with student's.
- The Senior Leadership Team and Middle Leaders will be involved in the review and evaluation of the programme and will use feedback from students and their parents.
- A termly report will be shared with SLT.
- The effectiveness of the careers programme will be evaluated in the college SAR.

6. Partnerships / Service Level Agreements

- See the [Provider Access Statement](#) on our website for information on how we work with external partners
- The College may also form partnerships with careers education organisations, such as Career Pilot, and these partnerships will be reviewed annually.
- We also work with the Careers and Enterprise Network and our Enterprise Coordinator and Enterprise Adviser for sharing of best practice and support in delivery of the careers programme to meet the Gatsby Benchmarks.

7. Business links

- As well as the business links formed through the curriculum by teachers to highlight the links between their subject and career, we also work with the Chamber of Commerce to form links with local businesses for opportunities for students to meet employers and experience work places.

8. Signatures of approval

Head of College

L Henderson

Date

16/06/2021