



# Aspire Careers Policy

DRAFT

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### 1. Purpose and Context

This policy aims to ensure that all students at Aspire Schools receive a high quality careers education that meets our statutory duties and helps our students move on to positive destinations.

Aspire's aim is to support young people, whatever their background and circumstances, to: **Build strong foundations, and open new doors.**

We therefore believe that equitable access to high quality careers, enterprise and learning opportunities is a priority for all of our students, and our careers strategy sits at the heart of this, contributing to one of the three unifying principals that underpin our curriculum: **preparation for adulthood and developing independence.**

We see access to high quality careers provision for excluded learners as an issue of social justice, with the evidence showing us that those young people who would benefit from effective careers guidance opportunities the most, are often the least likely to be able to access them. We therefore place a great deal of emphasis on our students' right to high quality careers education and we go 'above and beyond' to deliver exciting and transformational careers learning opportunities for all of our students.

This policy has been written to comply with the following guidance:

- Education Act 1997 (sections 42A, 42B and 45A)
- Education and Skills Act 2008 (section 72)
- The Gatsby Benchmarks

### 2. Roles and Responsibilities

#### Teachers and Tutors:

- Links to the world of work will be made in all subjects, vocational and academic.

#### Curriculum leads:

**Head of PSHE at Aspire AP Schools, teacher with responsibility for Curriculum at Shortenills**

- The PSHE curriculum will include regular lessons focusing on careers and the world of

- work.
- Where possible students will work towards accredited qualifications.

#### **Heads of School:**

- Ensure that there are quality assurance systems in place to support PSHE teaching and the PSHE curriculum
- Ensure that the personal development on offer in the school or service supports the development of a wide range of interests and cultural capital.
- Ensure that students have access to a wide range of high quality support, information, trips and visits in order to help them take decisions regarding careers and prepare for their next steps.
- Track and monitor the progress of year 11 students towards positive destinations.
- Ensure that the school's careers programme and wider provision meets the Gatsby Benchmarks and statutory requirements
- Maintain accurate records of year 11 leavers and follow up for three years after leaving where possible

#### **Careers Leads**

- Evaluate the school or service provision against the Gatsby benchmarks, and collect evidence of achievements and progress in each benchmark
- Work with the Aspire Careers Network to bring new ideas to the school or service
- Work with the school or service Senior and/or Middle leaders to improve the quality of careers provision

#### **Head of 6th Form**

- Provide guidance on sixth form and post 16 destinations to students in KS4 at Aspire Schools
- Support school SLT to arrange trips and visits to post 16 providers
- Support school SLT to arrange work experience for students

#### **Strategic lead for Careers across Aspire Schools**

- Chair regular Careers Lead Network meetings
- Support the Careers leads to accurately evaluate the careers provision in their schools, to plan next steps, and to record evidence of achievements and progress
- Ensure that careers leads have access to information about new developments, research and best practice in careers education
- Lead Careers Week activities across Aspire Schools
- Complete careers related information returns for Buckinghamshire county council, the DfE and other relevant bodies
- Manage staff from the charity "transitions UK" in their support of our year 11 leavers to ensure that all students are in a positive destination by the February after they leave us
- Maintain this Careers Policy for Aspire Schools

*This member of staff will have completed the Careers Leader training and be a qualified level 6 Careers Professional.*

#### **Executive Head Teacher**

- Ensure that this policy is adhered to
- Report on destinations and outcomes to the CEO and Trustees

### 3. Careers Curriculum Intent

Our careers education curriculum at Aspire has been designed in order to:

- Raise the aspirations of all young people
- Challenge stereotypical thinking (in terms of gender etc)
- Increase motivation by linking activities in school with preparation for life post 16
- Ensure that all students are able to make and plan for positive choices about their future
- Ensure that all students have a positive destination to move onto when they leave us
- Meet the Gatsby Benchmarks and our statutory requirements under section 42a of the Education Act 1997

Our Careers provision might look different in each of our schools, as we adapt to the needs and interests of our staff and students. However it will always build towards these aims.

### 4. Statutory obligations

The careers provision at Aspire Schools is in line with the statutory guidance referred to above.

This states that all schools should provide independent careers guidance from year 8 onwards and that this guidance should:

- Be impartial
- Include information on a range of pathways, including apprenticeships
- Be adapted to the needs of the pupil

We are also compliant with the obligation that all schools give education and training providers the opportunity to talk to students about approved technical qualifications and apprenticeships (see the section below on Provider Access).

Heads of School are responsible for ensuring that their careers programme is compliant with these obligations.

### 5. Careers Programme

Individual schools will develop their careers programme in line with the needs and interests of their students, the skills of their staff, and the local context, career and labour market information. These careers programmes will be approved by the Executive Head Teacher and Strategic Lead for Careers across Aspire Schools.

Students will access different parts of the Careers programme, depending on the length and context of their time with us.

The following core entitlement areas will be included in the careers programme for every school:

#### **During KS3:**

- Careers education as part of our PSHE programme
- Curriculum work in all subjects which includes links to potential careers
- Curriculum trips which make links to potential careers explicit
- Meaningful encounters with employers, in school or on trips and visits

- Personalised support for students and their families in Year 9 regarding next steps and options (if relevant, depending on context)

#### **During KS4:**

- Curriculum work in all subjects which includes links to potential careers
- Curriculum trips which make links to potential careers explicit
- Meaningful encounters with employers, in school or on trips and visits
- Individual impartial and professional careers guidance
- Individual sessions and support as part of our careers and next steps support programme
- Visits from and trips to colleges and other post 16 providers

And some students will also experience the following:

- Careers education as part of work towards NOCN or Gateway qualification(s)
- A meaningful experience of a work place, either by participating in voluntary work, or in a work placement relevant to their interests.

## **6. Resources**

Heads of school and Heads of Department have delegated budgets which includes funds that should be used to support their careers related work.

## **7. Quality Assurance**

Middle and Senior leaders will quality assure activities happening as part of the careers programme by applying our normal quality assurance systems.

The Strategic Careers Lead and Executive Head Teacher will work with the Careers Leads and Middle and Senior Leaders to review provision in line with the Gatsby framework and plan medium and long term developments with a view to achieving the benchmarks.

## **8. Provider Access Statement**

All pupils in years 8-11 are entitled to:

- find out about technical education qualifications and apprenticeships opportunities, as part of a 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 technical education and apprenticeships – through options events, assemblies and group discussions and taster events;
- understand how to make applications for the full range of academic and technical courses.

A provider wishing to request access should contact the person responsible for Careers at each school. This person and their contact details can be found on the webpage for each of the Aspire Schools.

A number of events, integrated into the school careers programme, will offer providers an opportunity to come into school to speak to pupils and/or their parents/carers. The core content of these programmes is outlined above. More details can be obtained from the Head of the relevant school, or from their Careers Lead, whose details will be on the website as above.

The school will make appropriate spaces available for discussions between the provider and students. The school will also make available AV and other specialist equipment to support the provider presentations. This will all be discussed and agreed in advance of the visit with the Head of School or a member of their team.

Providers are welcome to leave a copy of their prospectus or other relevant course literature with the Head of School. The prospectus will then be made available to all students during their careers education.

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