



**Turves Green
Boys' School**

**CAREERS POLICY
2024-25**

NEXT REVIEW DATE: JULY 2025

Careers Education, Information, Advice and Guidance (CEIAG)

Overview

Turves Green Boys' School is committed to providing a planned programme of Careers Education, Information and Guidance (CEIAG) for all pupils in Years 7-11. CEIAG forms an integral part of the wider school curriculum and we are committed to engaging with a range of employers, training providers and further education providers to ensure our students are well informed, supported and well equipped when making crucial decisions about their future career pathways.

Our careers programme promotes equality of opportunity, celebrates diversity and challenges stereotypes. We incorporate local labour market information alongside this, to ensure our students have the opportunity to follow the pathway that is right for them. This policy is developed and reviewed annually by the Careers Leader and the Senior Leadership Team through discussions with teaching staff, the Careers Advisor, pupils, parents, governors and the Matrix school improvement team. It is guided by the Gatsby Benchmarks to ensure best practice and to conform to statutory requirements.

Legal Requirements

From September 2013 the Education Act of 2001 placed schools under a duty to ensure that all registered pupils in Years 8-13 have access to independent, accurate and impartial information, advice and guidance. Careers guidance secured under the new duty will:

- Be presented in an impartial manner
- Include information on the full range of post-16 education or training options
- Promote the best interests of the pupils to whom it is given

Careers Education at Turves Green Boys' School follows the recommendations from the Careers Development Institute (CDI) Framework 2015.

Careers Programme

At Turves Green Boys' School, we aim to equip our pupils with the key knowledge, skills and values combined with enriching experiences to enable them to thrive in their chosen career path. Our high-quality careers advice and guidance is an essential part of our wider curriculum and is designed to support every pupil's aspirations, strengths and skills.

We aim to:

- Prepare our pupils for the transition to life beyond secondary school (further and higher education, apprenticeships and the world of work).
- Provide pupils from Year 7 upwards with well-rounded IAG (information, advice and guidance) experiences in order to inspire and motivate their aspirations.
- Support pupils to make informed decisions which are ambitious and provide guidance on GCSEs, post-16 courses, university, apprenticeships and employment.
- Develop the employability skills of our pupils and characteristics in communication, resilience, leadership and social skills.

Our careers programme follows the Gatsby Benchmarks, which is the best practice framework for careers education and guidance in secondary schools. This provides a rounded programme for all pupils throughout their study at Turves Green Boys' School, ensuring that all pupils learn about careers and the world of work.

Our careers programme is acutely aligned with our wider school vision which is:

**Building successful, resilient
and confident individuals.**

**Our diverse curriculum develops
key knowledge, skills
and values combined with
enriching experiences
that will enable them to thrive
in their chosen career path.**

<p>1: Stable Careers Programme</p>	<ul style="list-style-type: none"> • Our Careers Programme is regularly evaluated using Compass+ tracking tool to ensure all of the Gatsby benchmarks are being met. We also use feedback from all stakeholders to review the effectiveness of our provision. • Our Careers Leader is a member of senior leadership and ensures that CEIAG is a prominent area of the wider curriculum and has the support of the SLT/Board of Governors • We have a dedicated area of our school website updated with key information for pupils/teachers/parents/employers. As well as Local Labour Market Information and our relevant careers policy. • We aim to achieve the 'Quality in Careers' standard award to gain external accreditation for our Careers Programme.
<p>2: Learning from careers and LMI</p>	<ul style="list-style-type: none"> • Our dedicated careers advisor utilises links with a range of local employers for visits, talks and experiences. • Our school website has a designated area for local Labour Market Information that provides guidance for both pupils and parents. • We use local LMI when planning workshops within school and interactions with employers. E.g. during Careers Week. • We use local LMI to deliver form time activities and update our school careers tracker annually to accurately monitor our pupils' aspirations.
<p>3: Addressing the needs of each pupil</p>	<ul style="list-style-type: none"> • We utilise targeted apprenticeship support from National Apprenticeships team with pupils in year 10 and 11. • We organise university visits with pupils across KS3 and 4. • All pupils in Y10/11 benefit from one-to-one meetings with our vastly experienced in-school careers advisor. • Some of Y9 pupils (including those on the SEND register) also have one-to-one meetings with our in-school careers advisor. All pupils are able to meet with our in-school careers advisor if they wish. • We aim to provide a diverse experience for our pupils in terms of university visits, apprenticeship support, further education options and future Career pathways. • We ensure accurate record keeping by our in-school careers advisor to monitor all meetings and track destinations. We use academic data to analyse our pupil destinations to ensure students are following the appropriate pathways suited to their ability and interests.
<p>4: Linking curriculum learning to careers</p>	<ul style="list-style-type: none"> • Our Careers Programme is embedded within the wider-school curriculum whereby students engage with careers during form time, PSHE and subject curriculum time. As well as through out of school trips/visits. • We organise STEM talks from employers/providers to KS3 and 4. • Our Careers Week include dedicated subject-specific careers related lessons for all pupils. • In the next academic year, pupils in all years will be involved in events/lessons related to National Careers Week and National Apprenticeships Week.

5: Encounters with employers/ employees	<ul style="list-style-type: none"> • We utilise the wide network of our dedicated in-school Careers Advisor to ensure all pupils have encounters with a range of different employers. • All pupils attend our Careers Fair with a range of different employers. • Our Y10 Careers Week provides pupils with the opportunity to meet different employers and experience the workplace. • Our dedicated workshops with different employers provide pupils with information about a range of pathways and support with applications to apprenticeships/courses. • We support pupils who wish to seek further external work experience during the school holidays.
6: Experience of workplaces	<ul style="list-style-type: none"> • Our Y10 Careers Week is focused on providing all students with experience of a range of different employers and training providers. During this week, pupils will have talks and visits from different employers. This will help shape their discussions with our Careers Advisor. • Pupils receive talks and workshops from different providers such as BAE Systems and the RAF during KS3. • Our Year 9 pupils take part in 'Take your child to work day'.
7: Encounters with further and higher education	<ul style="list-style-type: none"> • We organise trips with KS3 and 4 students to different universities including: University of Birmingham, Newman University, Worcester University, Aston University and Oxford University. • We organise talks and visits with a range of colleges, training providers and universities • We also have close links with local colleges who support with Y9 Options and key events.
8: Personal Guidance	<ul style="list-style-type: none"> • All pupils in Y10/11 benefit from one-to-one meetings with our vastly experienced in-school careers advisor. • Some of Y9 pupils (including those on the SEND register) also have one-to-one meetings with our in-school careers advisor. All pupils are able to meet with our in-school careers advisor if they wish.