



# Careers Policy

May 2024

**Governors' Committee Responsible:** Curriculum and Progress Committee

**Governor Lead:** Mrs K Krynicki

**Nominated Lead Member of Staff:** Mr S Evans

**Status & Review Cycle:** Annual

**Next Review Date:** May 2025

# Contents

- 1. Rationale**
- 2. Aims**
- 3. Commitment**
- 4. Management**
- 5. Resources & Opportunities**
- 6. Guidance**
- 7. Staff Training**
- 8. Families**
- 9. Monitoring, review and evaluation**

## 1. Rationale

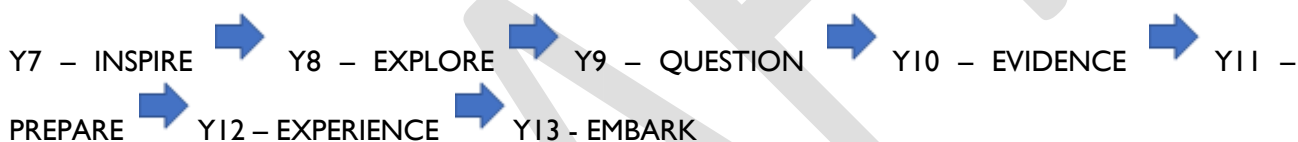
High quality careers education and guidance in school or college is critical to young people's futures. It helps to prepare them for the workplace by providing a clear understanding of the world of work including the routes to jobs and careers that they might find engaging and rewarding. It supports them to acquire the self-development and career management skills they need to achieve positive employment destinations. This helps students to choose their pathways, improve their life opportunities and contribute to a productive and successful economy.

## 2. Aims

### Curriculum Intent:

It is our mission through an established careers programme to provide students with the skills and knowledge to make them fully equipped to be successful with the transition to further education or into work and to meet the demands of an ever-changing world. We aim to help our students;

- Inspiring Curiosity
- Challenge Perceptions
- Raise Aspirations
- Prepare for the next Phase



Our Careers Curriculum Map is available on our website.

## 3. Commitment

The staff and governors at Fullbrook are committed to providing a planned programme of careers information, advice and guidance (CIAG) for all students in Years 7 – 13 in partnership with external providers of Careers advice where appropriate. The School endeavours to follow the statutory Careers guidance and access for education and training ([DfE 2023](#)). The programme promotes equality of opportunity and no student will be disadvantaged in gaining access to education, training or work.

Additionally, the school endeavours to follow the Good Career Guidance: Reaching the Gatsby Benchmarks ([Gatsby 2018](#)), the best practice guidance from the Careers and Enterprise Company and the Career Development Institute and other relevant guidance from bodies such as the DfE, QCA and Ofsted that appears from time to time as well as practical outcomes such as positive destinations, successful transitions and ongoing development of employability skills.

## 4. Management

The careers programme is planned, monitored, administered and evaluated by the Careers Lead and Careers Assistant. The planned programmes are delivered through lessons, Drop down days, Assemblies and Career Events. [Unifrog](#) is used to manage student engagement and create student Career Profiles.

## **5. Resources & Opportunities**

The students have access to a wide range of resources in the school Library and Fullbrook 6 Study Room. They also have access to online resources on the [Careers Hub](#) and [Unifrog](#). Additional information sources include weekly Newsletter and Social Media post (local opportunities) participation in local events, external IAG consultants, employers, business and other organisations. Funding is allocated for the careers programme annually. The Careers Lead is responsible for the effective deployment of resources.

## **6. Guidance**

Guidance is provided by Fullbrook staff and external IAG consultants who provide individual and group activities. When approached by students, all staff respond with appropriate guidance and support. Guidance aims to be impartial, confidential (within policy guidelines), responsive to students' needs and based on the principle of equality.

Year 11/12 students who are at risk of not being in employment, education or training are supported by a trained career professional.

## **7. Staff Training**

Needs should be identified through the annual performance management process and to support the school development plan.

## **8. Families**

Access to other providers is available and promoted to allow all students to access information about other providers of further education and apprenticeships. Fullbrook School is committed to encouraging all students to make decisions about their future based on impartial information.

## **9. Monitoring, review and evaluation**

All programme activities are monitored, reviewed and evaluated with active involvement of students, Compass + and Unifrog. The development priorities identified form the basis of the programme's development plan. The agreement for the external IAG Consultancy Agreement is reviewed annually.