



ST IVO SCHOOL

Careers Policy, incorporating Information and Guidance, Work Related Learning and Enterprise

Approved: February 2017, Governors Curriculum Committee

Next review due: February 2019

Rationale

This policy aims to follow the ethos of the school. The students are at the heart of the school and we seek to develop the whole person. A young person's career is their pathway to adulthood through learning and work. Our work therefore is to ensure that young people are provided with impartial information on all career paths, including apprenticeships and to secure access to independent careers guidance. St Ivo students have a planned programme of activities to facilitate their decisions and career planning. They are encouraged to communicate their aspirations with parents and teachers and to continue developing their career pathway once they have left the school to study further or enter the world of work.

The policy supports the school's curriculum aims as defined in the Curriculum Policy, to enable students to develop knowledge and skills relevant to adult life with employment in a changing world and critically, to develop an awareness of their place in the community and opportunities for service to each other, to the community, and the wider world.

St Ivo School is committed to providing a programme of careers education for all students aged 11-19, and endeavours to follow the guidance in the National Framework for Careers Education and Guidance 11-19 in England.

Entitlement

This is delivered through a variety of school events throughout the academic year, fitting with the school's principles for personal, social and health education:

- To help students recognise their own areas of competence and achievement **(Personal)**
- To help students prepare for their adult lives at home, work and at leisure as citizens **(Social)**
- To give students a better understanding of the developing financial, service, scientific, technological and industrial society of which they are part. **(Academic)**

Finally, Careers Education and Careers Guidance are interlinked and interdependent activities which together form Careers Information, Advice and Guidance (IAG). From Years 7 through to 13, the programme will emphasise these three areas of potential at defined times.

The Context and Principles Underpinning the Policy

The associated programme and schemes of work will reflect the changing nature of occupational patterns and trends. As adults, St Ivo students will need to be resilient to adapt to these changes, so that they are able to operate in a climate of competition and be willing to develop new knowledge, transferable skills and competencies throughout their working lives.

Aims of the programme

The aim of the Careers programme is to facilitate students:

a) To understand themselves and develop their capabilities in these areas:

- identify their own interests, aspirations, strengths and areas for development

- research skills
- knowledge of how to access sources of information and guidance
- personal presentation and communication skills
- problem-solving skills
- the ability to market and sell their skills and credentials
- the skills, values and attitudes which are necessary to be self reliant, positive, optimistic, confident and assertive
- the ability to 'make things happen' rather than waiting for situations to happen
- personal motivation to work
- the flexibility to acquire new and 'sought after' skills
- consider the benefits of different types of work

b) To investigate Changing Patterns and Trends to include:

- an understanding of the demands of the workplace in the 21st Century
- an understanding of the rewards and satisfaction work can bring
- knowledge and requirements of employers and educational institutions
- an understanding of the rights of employers and employees
- the ability to assess realistically new employment markets
- the capacity to appreciate the benefits of a range of work opportunities

c) To develop students' spiritual, moral, social and cultural development through:

- Enabling students to understand the meaning and value of work to individuals, community and the country as a whole
- Understanding that there are types of work other than paid employment which are intrinsically valuable
- Identifying a range of experiences which may include employment, self-employment, volunteering, work in the home and work in the community

Careers Information, Advice and Guidance (IAG)

This will be led by the IAG leader and provided through liaison with the tutor teams, PHSE lessons and other activities. At particular times during a student's school life, such as moving from one key stage to the next, progression choices will be made based on individual student circumstances. The IAG process should work to ensure that these choices are appropriate and relevant to each student. Some targeted students will have access to expert guidance provided a trained and qualified Adviser. Parents will have access to information through specific Parents Information and Guidance Evenings, appropriate literature and regular contact from school. All students will have an opportunity to partake in up to two weeks work experience in Key Stage 4.