



Thamesmead School

Policy for Careers

Person Responsible	J.Mason
Governors Committee	Curriculum, Learning & Standards
Review Period	Every Year
Date of Review	Summer 2021
Date of Next Review	Summer 2022

Overview

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Careers Responsibilities

Deputy Head teacher: Mrs H. Eley

Careers Lead: Mrs J. Mason

Careers Admin: Mrs S. Pinole

Governor with Careers Remit: Mrs Gemma Seabrook

Innervate: personal advice

1. Vision

Thamesmead School is committed to providing a comprehensive and high-quality careers programme, to support the development of our students' ability to set, manage and achieve their personal career goals. Our programme aims to raise all students' aspirations, encompassing all ages, backgrounds, abilities and needs; whilst developing their employability skills so that they are best prepared for their future careers.

2. Aims and Purpose

- To inspire and motivate students to develop aspirational career and learning paths.
- To support students in making informed, suitable and ambitious decisions.
- To prepare students for the transition into further and higher education and the world of work.
- To provide students with a broad range of experiences and encounters with employers and employees.
- To develop students' employability skills.
- To develop students' awareness of their individual abilities, skills, qualities, needs and values and explore how these might relate to different occupations.
- To develop a positive self-image and enthusiasm about their employment prospects.

3. Statutory guidance and recommendations

Careers provision at Thamesmead School is in line with the statutory guidance developed by the Department for Education, Careers guidance and access for education and training providers; published 25 March 2015, last updated 16th October 2018.

Thamesmead School is compliant with the Government's new careers strategy which sets out a long-term plan to create a careers system that will help young people and adults choose the career that is right for them. The statutory guidance has been updated to expand on the aim set out in the strategy to make sure that all young people in secondary school get a programme of advice and guidance that is stable, structured, and delivered by individuals with the right skills and experience.

Thamesmead School has updated this policy and revised provision around the Gatsby Charitable Foundation's Benchmarks. Existing statutory duty is to secure independent careers guidance, and the new duty (January 2018) is to provide pupils with access to and information from a range of providers of higher education, technical education and apprenticeships (please see 'Provider Access' for further information, below).

4. Provision and programme

The principal aim of Thamesmead's careers programme is to prepare our young people for life beyond school. It is important therefore that all our students leave Thamesmead aware of the opportunities available to them, how to make the most of them and able to make important decisions about their futures.

- Students should be prepared for the transition from full time education to the world beyond. A planned progressive programme of activities throughout all years will support them in choosing pathways that suit their interests and abilities and help them to follow a careers path and sustain employability throughout their working lives.
- Careers advice and guidance at Thamesmead is impartial and unbiased, in accordance with DfE requirement and Benchmark 8 of the Gatsby Benchmarks.
- Individuals will be treated without prejudice and have an entitlement to careers education, advice and guidance, regardless of race, gender, religion, ability, social background or sexual orientation.
- Careers Policy Individuals will have equal access to accurate, up to date and impartial information free from bias and stereotyping. Individuals' personal aspirations are the most important factor in any activity and should be treated with respect.
- The school aims to raise aspirations and encourage students to consider a wide range of careers.
- Through careers education and guidance, it is hoped that students will be inspired to make the most of their talents and to go on to jobs or courses which suit their needs and abilities.

We adhere to the Department for Education guidance, 'Careers guidance and access for education and training providers' (DfE, October 2018), which stipulates that all schools must allow other educational providers access and that we must publish a provider access policy. This Provider access statement is seen below.

For reference: The eight Gatsby Benchmarks of Good Career Guidance

- A stable careers programme.
- Learning from career and labour market information.
- Addressing the needs of every pupil.
- Linking curriculum learning to careers.
- Encounters with employers and employees.
- Experiences of workplaces.
- Encounters with further and higher education.
- Personal guidance.

Links with other policies

The careers policy supports and is itself underpinned by a range of key school policies, especially those for safeguarding, teaching and learning, assessment, and SEND. This policy must also be considered alongside the Careers Provision.

Thamesmead School Careers, Enterprise and Employability Provision 2021-2

Year 7	<ul style="list-style-type: none"> • Team building activity offered to all • Enterprise type activity for whole cohort • Workshop to experience an industry • Citizenship lessons: British values; diversity; identity; community; finance; barriers and solutions; responsibilities
Year 8	<ul style="list-style-type: none"> • STEAM Ambassadors to talk to all year 8s in a form of 'speed dating' • Visit to a farm with Geography dept. to include section about jobs • Group of students to a workshop on Maths Skills • Workshop to experience an industry • Group of students on Sports Leaders course • Citizenship lessons: volunteering; community; economic awareness; politics
Year 9	<ul style="list-style-type: none"> • Choices lesson – Innervate Career Services • Choices assembly – Innervate Career Services • Options fair- Subject leads and careers advisor • STEM activity (provided by Army/ Sea Cadets) for whole cohort • Drama workshop to learn about different careers • Bridge Builders work experience • Young Scientist Challenge • Citizenship lessons: careers; job market (LMI); interview skills; skills and strengths; community and diversity
Year 10	<ul style="list-style-type: none"> • Choices at 16+ at Progress review evening • Choices at 16+ assembly –Innervate Career Services • What next questionnaire- Innervate Career Services • Assemblies from sixth form schools, colleges • Science masterclasses and careers workshops at Esher College • Acting workshop • Interviews – personal and group by Innervate Career Services • College taster days: Brooklands, Strodes and Woking Colleges • Visiting speaker from Churchill College, Cambridge University • Some students have been out on work experience (during school holidays is encouraged or with special permission during term time) • Experience in the workplace for students • Citizenship lessons: careers and employability; post-16 choices; CV writing; identity; community
Year 11	<ul style="list-style-type: none"> • Assemblies from Sixth forms and Colleges apprenticeship providers, employers • Visiting speaker: Churchill College Cambridge University • Interviews from Innervate Career Services • Personal Coach from SCC assist some students to find best pathway for post 16 • Some students have been out on work experience (during school holidays is encouraged or with special permission during term time) • What next choice assistance: tutors/ HOY/JMA/SPI • Citizenship lessons: CVs and personal statements; interview technique; labour market information (LMI); skills and strengths; study skills • Interview skills workshop

In addition to specific careers related learning, students have access to the following:

- Thamesmead School Careers Fair (All students in year 7-10), including representation from colleges, sixth forms, Universities and a variety of industries.
- Careers Library
- START digital platform activities
- Careerometer for LMI
- Assemblies from a range of employers/ employees
- Curriculum areas linking their subjects to careers
- External career fair opportunities for year 10 and 11
- Local Universities providing a range of activities which widen the horizons of some students
- All students to have experiences of workplaces
- All students taught employability skills in lessons
- Tutor activities to show videos of different employees (particularly during apprenticeship, Science and Engineering weeks)

5. Provider Access

Provider Access Policy Statement

This policy statement sets out Thamesmead School's arrangements for managing the access of providers to pupils to inform them about education, training and career offers. This complies with the school's legal obligations under Section 42B of the Education Act 1997.

All registered pupils 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;
- to hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships – through options events, assemblies, group discussions and taster events;
- to understand how to make applications for the full range of academic and technical courses.

Management of provider access requests

Procedure

A provider wishing to request access should contact:

Mrs J Mason, Head of Careers, Enterprise and Employability Education, telephone: 01932 219400

Email: j.mason@thamesmead.surrey.sch.uk

Opportunities for access

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. This access is in compliance with our Safeguarding policy.

Please speak to our Careers Leader to identify the most suitable opportunity for you.

Premises and facilities: The school will make the main hall, classrooms or private meeting rooms available for discussions between the provider and students, as appropriate to the activity. The school will also make available AV and other specialist equipment to support provider presentations. This will all be discussed and agreed in advance of the visit with the Careers Leader or a member of their team.

Providers are welcome to leave a copy of their prospectus or other relevant course literature at the Careers Resource Centre, which is managed by the school librarian. The Resource Centre is available to all students at lunch and break times.

6. Monitoring, evaluation and review

This policy will be reviewed each year by the Governing Body as part of their on-going cycle of review. Signatures:

Head teacher

Chair of Governors

Date of approval by Governors: July 2021