

Careers Education Policy



Rationale

Careers education and guidance programmes play a major part in helping young people choose pathways that suit their interests, abilities and individual needs. A robust careers programme helps avoid disengagement, puts school learning into a wider and more relevant context, and helps raise aspirations.

The Spires College's careers programme helps our students to plan and manage their careers effectively, ensuring progression which is ambitious and aspirational. It promotes equality of opportunity, celebrates diversity and challenges stereotypes. The policy is designed to meet the Gatsby benchmarks and conforms to statutory requirements.

Statutory requirements

This policy is based on the Department for Education's (DfE's) statutory [Careers guidance and access for education and training providers](#).

This guidance refers to:

- ▲ The Education Act 1997
- ▲ The Education and Skills Act 2008
- ▲ The School Information (*England) Regulations 2008

This policy is also in line with the more recent [Skills and Post-16 Act 2022](#), which came into force on **1 January 2023**. It explains that our school must provide a minimum of **6 encounters** with technical education or training providers to all students in Years 8 to 13. For more detail on these encounters, see our provider access policy statement.

This policy is also in line with the Education (Careers Guidance in Schools) Act 2022. This came into force on 1 September 2022, and amended the existing duty in The Education Act 1997, so that:

- ▲ Our school must now secure independent careers guidance from Year 7 (instead of from Year 8, previously)
- ▲

The above guidance requires that schools publish information about their careers programme on their website. This can be found at [The Spires College - Careers Guidance](#).

We also act in line with our statutory duty under the 'Baker Clause', to be impartial and not show bias towards any route, be that academic or technical. This policy should be read in conjunction with our provider access policy statement, which sets out how our school meets this duty.

Commitment

The Spires College is committed to providing all students in Years 7-13 with a programme of careers activities and supporting activities. The programme has been developed in line with the eight Gatsby benchmarks for ensuring best practice and to meet the requirements of the Department for Education's statutory guidance 2018.

The Gatsby Benchmarks

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each student
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experience of work places
7. Encounters with further and higher education
8. Personal guidance

Development

This policy was developed and is reviewed through discussions with teaching staff; students, parents, governors, advisory staff and other external partners.

Links with other policies

This policy is underpinned by the College's policies for teaching and learning, safeguarding, health and safety, and SEND.

Students' needs

The careers programme is designed to meet the needs of students at this school. It is differentiated to ensure progression through activities that are appropriate to students' stages of career learning, planning and development.

Entitlement

Students are entitled to careers education and guidance that is impartial and confidential. It will be integrated into their experience of the whole curriculum, based on a partnership with students and their parents or carers. The programme will promote equality of opportunity, inclusion and anti-racism.

Management

The Director of Sixth Form is the nominated Careers Leader and is responsible for co-ordinating the careers programme. Student guidance and work experience is planned and implemented by the sixth form team, which is led by the Director of Sixth Form.

Staffing

All relevant staff are expected to contribute to the careers education and guidance programme through their roles as tutors and subject teachers. Careers education is planned, monitored and evaluated by the Careers Leader, in consultation with the leader of SMSC and Heads of Year. Careers information is available in the Careers Hub which is maintained by the Careers Leader. Administrative support is available to the careers co-ordinator as resources allow.

Curriculum

The careers programme includes careers education lessons (delivered through PSHE and embedded into the curriculum across department), tutor led activities, work-related learning (including one week work experience), action planning and recording achievement (using Unifrog) and meaningful encounters with employers and FE and HE providers. Other focused events, such as the Post 18 Options Evening, etc., are provided at strategic points throughout the year. Work experience preparation and follow-up takes place in tutor periods and other appropriate parts of the curriculum.

Resources

Funding is allocated in the annual budget planning round. Funding for developments in the College's improvement plan are considered in the context of whole college priorities. Sources of external funding are actively sought.

Monitoring, review and evaluation

The programme is reviewed by the Careers Leader and termly evaluations will be carried out using Unifrog tools and the compass tracking tool.