

POLICY DOCUMENT

025: Careers Education

Access: Unrestricted

Circulation: All Staff & School Website

Status: Statutory

Approval level: Full Governing Body

Review Responsibility	Reviewed date	Signed off	Date of next review	Frequency Of review
Careers educator	October 2019	AHJ	October 2020	Every two years
Careers educator	September 2020	FGB	October 2022	Every two years
Careers Educator	July 2021 <i>(Baker Clause Added)</i>	FGB	July 2023	Every two years
Careers Educator	01-10-2023	FGB	01-10-2025	Every two years
Careers Educator	01-10-2025	FGB	01-10-2027	Every two years

Introduction

Careers Education is an important part of the curriculum for pupils at The Polygon School. Effective career support can help prepare young people for the opportunities, experiences and decisions that they need to make when in the world of work. As their options become more varied it is important that the pupils are fully prepared to make informed careers choices.

This policy supports the Southampton Cooperative Learning Trust (SCLT) part of the strategic vision which states:

“Ensure excellent employment prospects for our learners”

This policy also underpins The Polygon School vision statement which states:

*Our school is a place where children will feel happy, supported and empowered to make good life choices, where everyone is treated with dignity and respect;
where everyone feels a sense of belonging to the school community, so that every person can become more confident and ambitious about their personal aspirations.
Every young person will be entitled to an excellent education, that gives them opportunities to fulfil their potential, develop resilience, independence, self-worth and contribute positively to their community and society. All members of the school community can expect to be treated with respect, care and compassion.
Diversity is recognised and celebrated, whilst maintaining the right for all to feel safe, all of the time and accepting that we are all responsible for our own choices and actions. The staff and Governors wish that every young person in our sustainable school¹ experiences academic success, enjoyment and happiness in a place where their health, creativity and well-being is nurtured and developed.*

This policy sets out how careers activities and career education is delivered to our pupils and what they can expect from the careers programme.

Aims

The Polygon School Careers Programme aims to:

- Encourage pupils to explore their aspirations, broaden their horizons and make informed career choices.
- Ensure pupils are ready to make their next career steps and have the tools necessary to make independent careers choices when they leave the school.

¹ Bruntland definition: “development that meets the needs of the present without compromising the ability of future generations to meet their own needs”

- Deliver Career related education throughout the curriculum in structured and informal ways.

The Polygon School follows the key principles of the Gatsby Benchmarks and our objectives are:

- To help pupils understand the changing world of work.
- Facilitating at least 7 meaningful encounters with employers
- Supporting positive Post-16 transitions.
- Enable pupils to develop independent skills so that they can explore career interest when they leave the school.
- Encourage participation in further education, apprenticeships and higher education.
- Support equal access to an independent careers advisor provided in house by a Level 6 Qualified Careers Advisor.
- Support inclusion, challenge stereotyping and promote equality.
- Contribute to strategies to raise achievement and motivation.

Pupil Entitlement

During their time at The Polygon School pupils can expect to:

- Receive the support they need to make the appropriate choices for Post 16.
- Access to up-to date, impartial, information on careers and labour market information.
- Access to Work Skills (Careers Related Learning) in KS4.
- At least 7 meaningful encounters during their school career via, workplace visits in school, external workplace visits, assemblies, careers events, careers talks (in and out of lessons) and work experience activities.
- Opportunities to speak to members of staff and a Careers Advisor about their chosen career pathways across all Years.
- Access to a qualified Careers Advisor for one to one sessions for impartial advice, guidance and information.

Careers Information

The Polygon School Careers Information will be made available in the following ways:

- Gatsby Benchmark Compass Tool Completed and published on the school website.
- Careers Plan published on the school website.
- Careers Roadmap published on the school website.
- LMI for Parents and pupils shared on the website and in person via Annual Reviews.

- Gatsby Benchmark progress shared with Local Authority and CEC (careers and Enterprise Company) Solent.
- NEET statistics shared with SCC.

Appendix 1

The Polygon School's Baker Clause statement for fair and equal access is attached as Appendix 1.

This policy statement sets out the school's arrangements for managing the access of providers to pupils at the school for the purpose of giving them information about the provider's education or training offer. This complies with the school's legal obligations under Section 42B of the Education Act 1997.

The Polygon School use the Gatsby 8 benchmarks to inform the provision of our Careers Programme. As part of our commitment to informing students of the full range of learning and training routes available, we consider requests from training providers, vocational education routes and apprenticeship providers as well as FE colleges/universities to speak to students and we will also approach these partners ourselves when planning and organizing Careers events throughout the school year.

Opportunities for access

A number of opportunities exist within our Careers Programme which may be suitable for providers to visit the school to speak to students. These include:

Opportunities	Description	Date 2023-24
WorkSkills & PSHE lessons	These lessons focus on developing the whole child and ensure they are equipped for the world of work. An opportunity for students to engage with employers about the steps from school into work is always welcomed.	Throughout the year
CAS	Careers and Apprenticeships Show 2021 will be a virtual event due to COVID restrictions.	
Assemblies	We welcome visitors to the school regularly to enhance students understanding of the world beyond school life.	Throughout the year

All requests should be emailed at least 6 weeks in advance of an expected date for the planned session. All requests will be given due consideration from the designated Careers Leader and Senior Leadership. Requests will be refused if:

- They impinge on student's preparation for public or internal exams
- They clash with other planned school events
- The school is unable to provide staff to support the event
- Rooming is unable to be found due to timetabling clashes

In the first instance requests by providers should be sent to the designated Careers Leader via info@polygon.southampton.sch.uk. For questions on this or the wider Careers programme at The Polygon School, please do not hesitate contact us.