



Winterton Community Academy

Careers Policy 2020-2021

We believe that effective careers guidance contributes to raising aspirations, improving motivation, and overcoming barriers to success.

Our Careers Education is delivered through a programme which involves pupils, parents, staff, colleges, training providers, and local employers. Winterton Community Academy's Career Leader, Gary Lemmon, works closely with teaching and pastoral staff to deliver the programme, which is tailored to meet individual pupil needs.

Our goal is to equip our pupils with the necessary skills to adapt to an ever-changing economic climate, inspiring them to become life-long career learners. As a school we aspire to achieve the 8 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. Experiences of workplaces.
7. Encounters with further and higher education.
8. Personal Guidance.

WCA is committed to providing a planned programme of careers education for all students in Years 7-13, in partnership with Humber Local Enterprise Partnership.

STUDENT ENTITLEMENT

Students in years 7 -11 are entitled:

To find out about technical education qualifications and apprenticeships opportunities as part of the Careers Education programme which provides information on the full range of education and training options available at each point.

To receive information from a range of local providers about the opportunities they offer, including technical education and apprenticeships.

To understand how to make applications for the full range of academic and technical courses.

To find out more about the labour market and what employers expect from interactions with local organisations and businesspeople.

CAREERS EDUCATION LEARNING OUTCOMES

By the time you get to the end of Year 7 you will have:

- Had opportunities to reflect on your personal qualities and the way you relate to your peers
- Begun to identify your strengths and how you can make the best use of them
- Started finding out about different career areas and qualification routes that might interest you in the future
- Attended a residential to develop team building activities and other work-related skills
- Opportunity to participate in the National Enterprise Challenge and to have at least one encounter with an employer
- Curriculum areas to link their delivery to particular career areas and developing work related skill
- Had optional access to impartial information, advice and guidance from the school's Careers Adviser

By the time you get to the end of Year 8 you will have:

- Built upon the self-development skills you worked on in Year 7
- Started to develop your financial management skills, including budgeting and banking and learned about rights & responsibilities at work, discrimination and stereotyping
- Continue to develop your encounters with employers and other organisations by participating in the National Enterprise Challenge and Industry Day
- Curriculum areas to continue to link their delivery to particular career areas and developing work related skills
- Had optional access to impartial information, advice and guidance from the school's visiting Career's adviser.

By the time you get to the end of Year 9 you will have:

- Continued with your career exploration and self-development by taking part in careers sessions focusing on developing transferable skills; choosing a career; recognising what is important to you in a career and rights and responsibilities at work.
- Continue to develop your encounters with employers and other organisations by participating in the Industry Day and additional visits to various organisations.
- Used your developing knowledge of yourself and various career pathways to help you choose GCSE options. Additional support from school includes a Year 9 Options Evening, GCSE subject assemblies, Industry Day, availability of a Career Adviser at option evening and the Industry day, and aptitude testing
- Attending Industry Day to have one to one interviews with employers, and with further and higher education providers illustrating different progression routes and assist in helping you choose your GCSE options.
- Curriculum areas to continue to link their delivery to particular career areas and developing work related skills

- Had optional access to impartial information, advice and guidance from the visiting Careers Adviser.

By the time you get to the end of Year 10 you will have:

- Gained first-hand experience of the world of work by undertaking a day of work shadowing, in a working environment, arranged through family or friends, this will help you learn about employability skills and the job market
- Had the opportunity to attend careers talks during the school year from visiting speakers on a variety of topics
- Had an individual careers guidance interview with our visiting Careers Advisor as part of your entitlement to receive impartial information, advice and guidance.
- Received a written Action Plan as a result of your careers interview, outlining your future plans and action points needed to achieve these
- Curriculum areas to continue to link their delivery to particular career areas and developing work related skills
- Had additional optional access to impartial information, advice and guidance from the school's visiting Career Connect Adviser.

By the time you get to the end of Year 11 you will have:

- Had the opportunity to attend careers talks during the school year from visiting speakers on a variety of topics.
- Produced a CV and cover letter that focuses on your skills and qualities
- Been made aware of all the Post-16 Choices available to you, through presentations in assembly, Sixth form open evening, attending taster sessions on your potential 6th Form (or college) subject choices, and the information provided on the Compass online career platform.
- Received information on Post-16 Options and timescales for Post-16 applications.
- Had an individual interview with a Senior member of staff to discuss your choices of Post-16 subjects and courses and followed up by a one to one interview with our visiting career adviser if required
- Had optional access to impartial information, advice and guidance from our visiting Careers Advisers.