



Winterton Community Academy

Careers Policy

Values and Vision

At Winterton Community Academy we understand that the curriculum extends beyond the academic, technical or vocational. We recognise that in order to develop the whole child we must provide opportunities and experiences that build their confidence and resilience that develop and nurture talents and provide experiences that allow pupils to develop into positive members of the community. We do this by having a structured careers programme that extends through Years 7 to Year 11. It involves all stakeholders including students, parents, staff together with members of the community and a variety of training providers.

The careers programme is delivered through PSHE lessons, Personal Development time and a variety of 'Drop Down' days across all 5 year groups.

Our ambition is to ensure that all of our students regardless of their background and starting point are able to leave Winterton with the readiness for the next phase of education, training or employment through an extensive aspirations and careers programme in order to ensure pupils are equipped to make the transition successfully. This will enable them to become responsible, respectful and active citizens who are able to play their part and become actively involved in public life as adults.

Statutory Requirement and Expectations

We are committed to fulfilling our statutory duties in relation to achieving the 8 Gatsby Benchmarks through the delivery of our careers programme.

1. A stable careers programme.
2. Learning from careers 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.

Winterton Community Academy is committed to providing a planned programme of careers education for all students in partnership with the Humber Local Enterprise Partnership.

Learner Entitlement

Every student at Winterton is entitled to high quality careers education and guidance as part of their overall education.

Students in Years 7 – 11 are entitled...

To find out about technical education qualifications and apprenticeship opportunities as part of the Careers Education programme.

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 a full range of academic, vocational and technical courses.

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

Management and Delivery

The careers programme is delivered through PSHE lessons, Personal Development time and a variety of 'Drop Down' days across all 5 year groups.

By the end of Year 7 students will have:

- Reflected on their own personal qualities
- Began to identify areas of strength and areas of growth and development.
- Started finding out about different careers and qualifications required.
- Participated in a range of team building / problem solving activities.
- Explored how different curricular areas relate to different careers.
- Visited an institute of further / higher education.

By the end of Year 8 students will have:

- Started to develop financial management skills.
- Received input from different curricular areas about future careers.
- Developed further knowledge about rights and responsibilities in the work place including stereotyping and discrimination.
- Participated in learning opportunities to help develop resilience of character.
- Visited an institute of further / higher education.

By the end of Year 9 students will have:

- Developed further knowledge of careers pathways through both PSHE lesson opportunities and attendance of the careers fair.
- Continued to develop knowledge of careers through curricular areas.
- Had a meeting with an independent careers advisor.
- Attended an options evening that has provided further information about subject and different pathways.
- Visited an institute of further / higher education.

By the end of Year 10 students will have:

- Had an opportunity to attend careers talks from a variety of different employment sectors.
- Had a meeting with an independent careers advisor.
- Received an action plan from a careers advisor offering guidance moving forward.
- Curriculum areas to continue to deliver careers information when required.
- Visited local providers of further education and sampled 'lessons'
- Visited an institute of higher education.

By the end of Year 11 students will have:

- Had the opportunity to attend business lunches from visiting speakers.
- Produced a C.V and cover letter to support college applications.
- Been made aware of post 16 opportunities through assemblies / college visits.
- Received information on Post 16 options and timescales for post 16 applications.
- Have access to careers meetings with a range of post 16 providers.

The implementation of the careers programme will be monitored and reviewed by senior staff as part of our QA programme across the school. Together with this, student feedback will be considered in order to understand and assess the impact of the programme provided.

Engagement of Stakeholders and Partners:

We recognise the important role that parents have in their child's development, as a result of this all stakeholders will be kept regularly updated through letters and texts, this will enable students together with their parents to make informed and timely plans regarding their future. Together with this regular meetings will be held with FE providers to ensure the needs of students are being met and maintained.

The school has an annual agreement with the Humber Local Enterprise Partnership and support the school in establishing contact with HE providers in order to ensure annual visits for all year groups in order to raise aspirations and see the 'wider world'. Together with this, they support with the annual careers fair for students in Years 9 – Year 11.

Through the Humber Local Enterprise Partnership business partnerships are being forged in order to support students in their future planning and also to provide opportunities for further experiences in the world of work.