



Careers and Enterprise Policy

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An academy within:



“Learning together, to be the best we can be”

1. Introduction

- 1.1. Our policy on Careers and Enterprise Education is based on the requirements of providing young people with a careers education which equips them with employability skills and offers independent careers advice in order for them to have the best possible chance of being in employment in the future
- 1.2. Careers and Enterprise Education is National Curriculum requirement and is taught through specific Enterprise lessons, Careers Fairs and as part of Personal, Social and Health Education at Beech Academy.

2. Aims

- 2.2. The purpose of The Beech Academy Careers Strategy is to ensure, as a minimum, that the school not only meets, but surpasses the 8 Gatsby Benchmarks.
- 2.3. The Action Plan will be used to direct the work of a variety of professionals from within the academy as well as key partners who will help us to deliver the following aims:
 - That all learners show ambition in relation to their future education, training and employment plans
 - That all learners can access high quality careers advice at the appropriate level to their age and/or stage
 - That all young people are aware of potential training opportunities both within the local area and further afield, and how to access them

3. Roles & Responsibilities

- Peter Lane – Career and Enterprise lead

4. Organisation & Content

Gatsby Benchmarks

- 4.1. The Beech Academy strives to fulfil all 8 of the 'Gatsby Benchmarks' in relation to Careers Advice in Schools. These categories underpin all the provisions and interventions within the Action Plan.

4.2. The Benchmarks are as follows:

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

4.3. Further details of how The Beech Academy meets these Bench marks can be found later on in this document.

Partnership Working

4.4. The Beech Academy works closely with a variety of partners to help us deliver our Action Plan:

D2n2 Careers Hub

Careers Hubs are communities of practice within regional areas. Hubs work with universities, other education and training providers, employers and careers professionals to ensure the Gatsby Benchmarks are delivered in each school and college that careers outcomes are improved for all young people.

Ideas4Careers:

Ideas4Careers are a provider of high quality career guidance and employability skills training for young people offering professional services to over 50 schools across the East Midlands, Central England and Norfolk.

- They offer high quality, impartial career guidance and employability skills training through a team of 20 highly qualified (Level 6/7) careers and employability advisers.
- Their advisers are registered members of the Career Development Institute and have up-to-date knowledge of the national careers picture.
- They are Matrix accredited for quality and members of Careers England.
- They work in partnership with school and college activities and employers to offer an innovative, creative and flexible approach to school and college activities enabling them to achieve DfE statutory guidance and Gatsby Benchmarks.
- They offer excellent practice for the delivery of high quality information, advice and guidance and employability skills training.
- Ideas4careers are a leading provider of guidance services for schools and post-16 establishments in the East Midlands.

5. How the School will meet the 'Gatsby Benchmarks':

A stable careers programme

- 5.1. The school will deliver a stable careers program throughout KS3 and KS4. This is achieved through a number of avenues such as:
- PSHE lessons in KS3 & KS4
 - Dedicated weekly curriculum time in KS5 aimed at developing employability skills such as interview practice and CV building
 - Utilisation of local, external careers guidance counsellors during curriculum time (min. once per year for learners in KS4 & KS5)
 - Annual SLT led review of Careers Provisions

Learning from career and labour market information

- 5.2. Through SLT led annual review process data will be sought from both national and local sources. The careers leader for the school will attend local training opportunities where appropriate / available. Information from local partners will be cascaded to school staff, parents / carers & learners where appropriate.

Addressing the needs of each pupil

- 5.3. Throughout school all learners will be exposed to a variety of careers focused interventions and experiences. In KS4 each pupil will receive assistance in creating their own 'careers profile' which will record each meaningful encounter that they receive in relation to careers development. Pupils will be helped to develop a personalised action plan that they will regularly review both independently and with the assistance of school staff and outside agencies. This profile will stay with learners through KS5.

Linking curriculum learning to careers

- 5.4. Through SLT work and dedicated working parties comprising of Teachers and TAs, careers learning opportunities will be included in and reviewed as part of the wider curriculum. Annual SLT led QA will take place to ensure effectiveness of all learning and school experiences whether delivered by school or external partners.

Encounters with employers and employees

- 5.5. The Beech Academy aims to develop its own, annual 'careers fair' or equivalent (or signpost other relevant, local events) with local employers, pupils and parents / carers encouraged to attend. Links to be forged with other local SEND education / training providers to share contacts, resources and knowledge.

Experiences of workplaces

- 5.6. KS5 pupils currently have significant work experience provision throughout the year. There is a need to include some more KS4 provision. Work experience providers to receive QA and safeguarding visits annually. Number and types of providers to be broadened within local capacity.

Encounters with further and higher education

- 5.7. Throughout KS4 & KS5 pupils will be given the opportunity to attend open days. The school careers leader will forge links with local further and higher education providers. Where appropriate these education and training providers will be invited into school to meet learners and impart information where appropriate.

Personal guidance

- 5.8. Pupils will receive independent guidance from qualified and experienced external partners throughout KS4 and KS5. External partners will be sourced from the **D2n2 Careers Hub** and the **Ideas4Careers** organisation. The school careers leader will obtain and monitor a 'Memorandum of Understanding' with these external providers.

Pupil Responsibility

- 5.9. From Year 7 onwards, pupils will be given the opportunity to develop key 'work-related' skills through roles and responsibilities allocated to them. Pupils will be allocated either classroom based and/or whole school related jobs and responsibility areas. Depending on the ability of the young person their role may involve, job descriptions, interviews, performance reviews etc. Pupil responsibilities will be celebrated regularly as part of the whole school life.

6. Contact / information

- 6.1. Parents and carers will receive information and updates about ways to support children on their journey into the world of work and further education through EHCP reviews and over the course of the year as opportunities become available.
- 6.2. If you would like any more information about our Careers Programme or for further help and support please contact boffice@nexusmat.org