



CHURCHILL
SCHOOL

Careers and Transitions Policy

Rationale

The Government and Employers have recognised that the world of work has changed fundamentally. Future employees are going to have to be innovative in their approach to solving problems, people that can take the initiative, who can cope with uncertainty and change. They are going to have to be able to communicate well and work well in teams. They will have to be flexible and prepared to re-invent themselves in order to continue to be employed.

Careers Education and Guidance & Work-Related Learning make a major contribution to preparing young people for the opportunities, responsibilities and experiences of life, in order to help them make a successful transition to adulthood.

Schools have a statutory duty to give students access to careers information and impartial guidance in Years 8 to 11 but at Churchill we recognise our students benefit from a consistent sustained approach and our guidance will therefore be initiated with our Key Stage 2 class and build progressively each year.

Our Careers Guidance will include the following elements;

- A planned, progressive programme of career and employability education that is firmly embedded in our curriculum;
- Access to a wide range of careers and labour market information;
- The opportunity to take part in work-related learning activities within school and in the world of work;
- Information on the range of education or training options, including apprenticeships and other vocational pathways;
- Personalised interventions which support learners in choosing pathways that suit their interests and abilities, helping our young people to follow a career path and manage the transitions of their working lives;
- Information which will challenge stereo-types and which will help to increase student confidence and motivation.
- Access to a specialist career guidance professional for personal guidance.
- Development of partnerships with parents and careers.
- Engagement with former students and using their personal stories to help to inspire and motivate current students

We will

- ensure that the benefits to the students of the careers and transitions advice we provide are valued, assessed, reported on and accredited where appropriate.
- Identify examples of good practice and to regularly review and evaluate our practice.

Aim

Through careers and work-related activities and interventions, we aim to;

- Provide students with planned activities to help them understand themselves and the influences on them and to help them investigate opportunities in learning and work.
- Provide students with the skills attitudes, attributes and behaviours needed for a successful transition into the world of work
- Enable students to relate their own abilities, attributes and achievements to career intentions and make informed choices based on an informed evaluation of the alternatives

Curriculum Opportunities

Our curriculum includes carefully planned learning, often individualised, which is undertaken through:

- A Careers education programme linked to a careers scheme of work
- Work related learning activities both in and out of school

The careers education and work related learning curriculum meets the following learning outcomes;

1. Developing themselves through career and work-related learning education
 - Self-awareness
 - Self-determination
 - Self-improvement as a learner
 - Making the most of career and work-related learning activities and experiences
 - Showing initiative and enterprise
2. Learning about careers and the world of work
 - Understanding careers and career growth
 - Understanding work and working life
 - Understanding business and industry
 - Investigating career and labour market information
 - Respecting equality of opportunity and diversity
 - Maintaining health and safety
3. Developing career management and employability skills
 - Making the most of guidance and support
 - Preparing for continuing learning and employability
 - Developing personal financial capability
 - Investigating choices and opportunities
 - Planning and deciding
 - Handling applications and selection
 - Managing changes and transitions

Personalised Opportunities

At Churchill access to individual information, advice, guidance and careers guidance for are available through:

- internal staff
- external visitors.
- email, telephone, webchat and forums via websites such as www.thesource.me.uk and the National Careers Service.
- Visits to appropriate post 16 provisions.
- Access to a qualified, specialist.
- Signposting to sources of impartial careers guidance.

Our guidance will relate to National frameworks

Employer Engagement

We work closely with employers through a range of activities including

- employer visits
- attending careers fairs
- mock interviews
- work experience placements

Monitoring, review and evaluation

Careers provision is monitored, reviewed and evaluated in the following ways;

- Staff feedback during meetings
- Students' feedback following work experience
- Employer feedback forms
- Mock interview feedback
- Destination data

Partnerships

We work in partnership with a number of organisations to ensure learners receive specialised and impartial advice on a timely basis. These include;

- Suffolk County Council Young People's Services
- Sixth Form Providers – Colchester, Bury St Edmunds, Haverhill, Cambridge, Ipswich

Engaging with Parents and Carers

The school involves parents and carers through Parents' Evenings, Information Evenings, discussions with staff, invitations to careers fairs and information online.

Review

This policy will be reviewed in line with the school's policy review programme.

Author Georgina Ellis	Date Autumn Term 2017	Frequency of Review Three Yearly
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