



CAREERS POLICY

September 2022



Introduction:

This policy statement sets out the Academy's arrangements for managing the access of providers to students 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 school's Careers Education and Guidance Policy has been developed over a number of years by members of the school staff, taking into account feedback from students, parents, employers and relevant outside agencies. In its most recent form, it links to statutory guidance "Careers guidance and access for education and training providers" updated in July 2021.

Aim

The Careers programme is part of the Unified Academy planned curriculum and is designed to provide students with a range of externally accredited qualifications and skills to lead successful and worthwhile lives when they leave the school. We aim to provide a relevant and engaging careers curriculum which meets the differing needs and requirements of our pupils and to instil in all students the necessary confidence, awareness and flexible skills to make a successful initial transition from education into the world of work so that they are able to fulfil their potential and contribute positively to the wider community.

Careers Programme

At Unified Academy, we provide independent careers advice to all our students from Years 9 – 11 in the format of individualised sessions and / or group sessions led by the Education Development Trust

The programme includes these elements:

- learning derived from current career and labour market information
- addressing the specific needs of each student in the form of personal guidance
- placing careers education within the curriculum as a whole
- mapping careers activities to evidence meeting the statutory requirements of the Gatsby Career Benchmarks

Through our careers programme we plan to:

- Prepare students for the transition to life after Unified Academy
- Promote decision-making skills in relation to option and career choice
- Provide students with broad and varied experiences
- Support students to develop personal characteristics such as social skills, communication, independence and resilience
- Inspire and motivated students to develop themselves as individuals and live as independently as possible
- Promote self-awareness and support the development of skills and behaviours required to contribute positively to the wider community
- Enable the development of a range of character attributes which underpin success in education and employment
- Promote awareness of opportunities on a local and national scale
- Develop application skills, including use of IT
- Support students in developing a personal action plan and CV
- Provide practice interviews
- Provide support for students to experience work placement visits
- Develop links with local Colleges

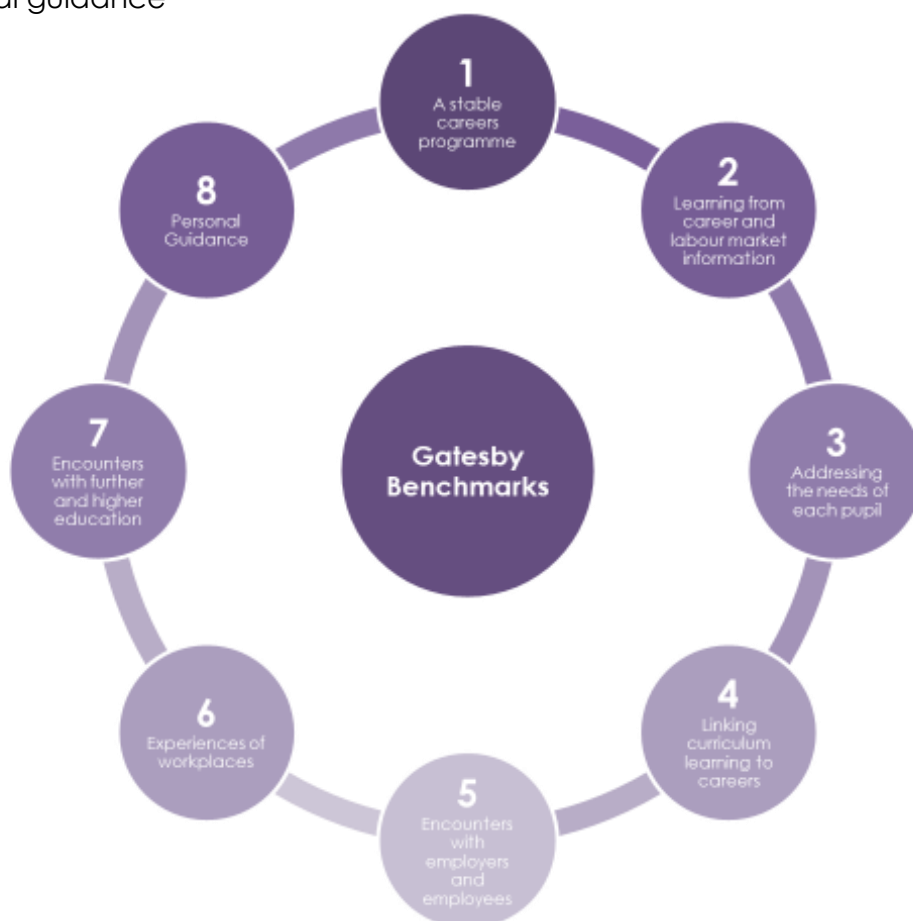
- Support with transition visits / meetings with new placements

Gatsby Benchmarks

Unified Academy is committed to providing all students in Years 5-11 with a relevant and personalised careers programme. The programme has been assessed in line with the eight Gatsby benchmarks for ensuring best practice and to meet the requirements of the Department for Education's statutory guidance 2018.

The 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. Experience of work places
7. Encounters with further and higher education
8. Personal guidance



Meeting the Gatsby Benchmarks is an ongoing process and detail of our current careers programme is outlined below:

Stage	Year Group	Provision	Gatsby Benchmark
Nurture	5	<ul style="list-style-type: none"> • Termly career focused Assembly • Careers link in all schemes of work • Careers taught within PSHE curriculum • AQA Unit Award Scheme 	1, 2
	6		1, 4
	7		1, 4
	8		4
Transition	9	<ul style="list-style-type: none"> • Impartial careers guidance delivered by Education Development Trust • Annual Review transition to adulthood meeting • Entry Level Qualifications offered in English, maths and ICT • Termly career focused Assembly • Careers link in all schemes of work • Careers taught within PSHE curriculum • AQA Unit Award Scheme • Options event 	3, 8
			3, 8
			4
			1, 2
			1, 4
			1, 4
			4
8			
Key Stage 4	10	<ul style="list-style-type: none"> • Impartial careers guidance delivered by Education Development Trust • Qualifications offered including GCSE English, maths, art, science, computer science, food and nutrition, physical education and design and technology • Review of career and learning progress and aspirations within Annual Review • Post 16 Transition meeting with Careers Lead • Careers Lessons • Visiting speakers • Work placement visits • Student transition/college visits 	3, 8
			4
	11		3, 8
			3, 8
		1, 2, 4	
		5	
		5, 6	
		7	