



Careers Policy

Approved by Governing Body:

Date: July 2021

Reviewed by SLT on: June 2021

Next review due by: June 2022

Dissemination of the Policy: All staff and Governors, School Website

History of policy changes

Date	Version	Change	Origin of change e.g. change in legislation, request by TU	Changed by

Aims and Purpose

Pittville School recognises that it has a statutory duty to provide high quality careers education, information and guidance and that the effectiveness of this provision will form part of any inspection of the school.

The careers provision at Pittville School is based around the Gatsby benchmarks and as such, aims to

- raise student aspirations
- promote access to all career pathways
- provide students with the skills and outlook required to achieve career well-being

Responsibility

Governors

The statutory duty requires governing bodies to ensure that all registered pupils at Pittville School are provided with independent careers guidance from year 7 to year 11 which:

- is presented in an impartial manner, showing no bias or favouritism towards a particular institution, education or work option;
- includes information on the range of education or training options, including apprenticeships and technical education routes;
- is guidance that the person giving it considers will promote the best interests of the pupils to whom it is given.

Senior Leadership Team

Overall responsibility for careers provision lies with the named Careers Lead reporting to the Headteacher. They are responsible for monitoring the school's careers provision with respect to the Gatsby Benchmarks; publishing the careers programme; and liaising with the Enterprise Adviser.

The Gatsby Benchmarks

1. A stable careers programme
2. Learning from labour market information
3. Addressing the needs of every pupil
4. Linking the curriculum to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with FE and HE
8. Personal guidance

Provision of Careers Support

Careers provision at Pittville School is largely provided around the following 5 strands:

- Dedicated careers lessons
- Involvement of curriculum areas
- Year 9 options process
- Year 10 work experience
- Year 11 post-16 process
- Wider provision

Pittville School works with a number of outside providers and agencies to provide careers advice and guidance that supports the strands listed above. In addition, we use our links with other agencies to provide STEM opportunities, develop entrepreneurial skills, have contact with employers, and provide specific support for vulnerable or disadvantaged pupils. Some of this provision will vary from year to year, depending on the opportunities available to us.

Pittville School are also a part of the GAP project in Gloucestershire and take part in the GCC project to reduce NEETs across the county.

Monitoring, Evaluation and Review

Evaluation of careers provision takes place on a number of levels:

- Use of the Compass tool to monitor our provision against the Gatsby Benchmarks.
- Evaluation of individual events and interventions including using student voice.
- Evaluation of specific projects, such as the GAP project, working with external partners.
- Evaluation of interventions across the whole school using SIMS.
- Evaluation of post-16 applications and destinations.
- Evaluation of our NEETs processes.

Links with Other Policies

Curriculum
SEND
Pupil Premium