



Careers Policy

Approved by: SLT **Date:** Feb 2024

Last reviewed on: May 2025

Next review due by: May 2026

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

- Provide pupils with high quality careers information about a wide variety of careers and routes through education and training.
- Teach students how to investigate careers information independently so they can continue to support themselves throughout their working lives.
- Help students understand the world of work and be prepared to enter employment.
- Support pupils to make decisions about their future education and employment routes.
- Support pupils with their post-16 applications and prepare them for transition to post-16 routes.
- Support students to understand how education at school prepares them for their future lives.

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

The Gatsby Benchmarks are used both to design and evaluate our provision.

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 provided via:

- Our PSCHÉ program
- Dedicated presentations to parents and students during school and after school
- Post-16 Careers Evening
- Assemblies
- Guest speakers
- Tutor sessions
- One to one careers interviews
- Work Experience
- Workshops and competitions
- Careers TEAMS

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 GROWS project in Gloucestershire and take part in the GCC project to reduce NEETs across the county.

Our curriculum map is shown below:

	AUTUMN TERM	SPRING TERM	SUMMER TERM
Y7 Theme: Different life opportunities	BM2: Investigating job roles through NCS.	BM2: Life opportunities BM4: National Careers Week careers in different subjects	
Y8 Theme: Job roles and meeting employers	BM2: Investigating job roles through NCS.	BM5: National Careers Week: Encounters with employers	BM3,8: 1:1 and small group guidance

		BM2: Post-16 including technical routes <i>Employability skills</i>	
Y9 Theme: Technical and academic routes	BM2: Post-16 information BM3,8: 1:1 and small group guidance	BM2: National Careers Week Post-16 including technical routes BM3,8: 1:1 and small group guidance	BM7: Insight into HE BM7: Springpod University experiences BM3,8: 1:1 and small group guidance
Y10 Theme: WEX and preparing for post-16	BM6: Introduction to WEX BM3,8: 1:1 and small group guidance	BM2: National Careers Week LMI session BM2: Investigating job options using NCS BM3,8: 1:1 and small group guidance <i>Employability skills</i>	BM6: Preparing for WEX BM5,6: Employability Week – WEX, trips, employer encounters BM2: Post-16 options, including technical routes BM2,4,6: Writing CVs and personal statements BM7: Insight into HE BM7: HE trips, including information about T-levels. BM3,8: 1:1 and small group guidance
Y11 Theme: Post-16 options and preparing for transition	BM2: Post-16 information, how to research careers, BM1,2: Parent presentation & online information BM5,7: Post-16 event BM7: FE/HE speakers BM3,8: 1:1 and small group guidance	BM7: FE/HE speakers BM5: Visiting employers BM2,7,8: Support with applications and interviews BM3,8: 1:1 and small group guidance	Preparing for post-16 transition.

We currently provide the minimum four encounters with employers in Years 8 and 11. Students are given information about apprenticeships and technical qualifications through sessions on post-16 options delivered to students and parents; from outside speakers including local colleges and employers; through tailored sessions in Year 11 and through one-to-one careers advice sessions. Local apprenticeship opportunities are posted out to Year 11 students throughout their final year and support provided for students applying for apprenticeships.

Monitoring, Evaluation and Review

The following key indicators are monitored:

- The proportion of students successfully completing a work experience programme
- The percentage of students who have post-16 provision in place before they start their GCSE exams in Year 11.
- A comparison of target grades with destination and level of course for each student as an assessment of student aspiration.
- Post-16 destination data
- NEET data

Evaluation of careers provision also takes place via:

- 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 GROWS project, working with external partners.
- Evaluation of interventions across the whole school using our provision map.

Links with Other Policies

Curriculum

SEND

Pupil Premium