

|                         |                        |
|-------------------------|------------------------|
| Policy Reference Number | <b>T16</b>             |
| Version                 | 2                      |
| Originator              | Trevor Irving          |
| Approved                | Senior Leadership Team |
| Issue Date              | October 2022           |
| Review Date             | Autumn 2024            |

## 1 Introduction

1.1 Rationale: The College provides excellent careers information, guidance, advice to young people from the first point of contact with us when they explore their post 16 study options right through to the completion of their studies. Students future career paths are explored considering the options of apprenticeships, degree apprenticeships and university routes. We are proud to have achieved the Career Mark accreditation – the national award recognising quality careers advice and guidance and we are committed to maintaining this accreditation.

1.2 Commitment: The College acknowledges that careers guidance enables individuals to become effective managers and planners of their own careers in a rapidly changing world of learning and work. The college is committed to the achievement of all [Gatsby Benchmarks](#) by the end of 2022-23.

1.2 This policy will be reviewed at least every other year by the Senior Leadership Team.

## 2 Objectives

2.1 The careers programme is designed to meet the needs of all students at the College. Developing students' career management skills, especially those associated with career adaptability, resilience, enterprise and employability. The planned programme of careers education is delivered through the coaching pastoral programme, specific events, work experience, internships, individual guidance interviews and curriculum opportunities. The programme is linked to key transition points in order to strengthen students' motivation, aspirations and attainment at the College, ensuring positive destinations.

2.2 Students are entitled to careers education, information, advice and guidance which meets professional standards of practice, is delivered by trained staff, and which is student-centred, impartial and confidential. Parents/carers are entitled to receive information and support advice in their capacity of supporting students to make well-informed realistic decisions. The careers education, information, advice and guidance available to students will raise aspirations, challenge stereotyping and promote equality and diversity.

## 3 Implementation

3.1 Management and Staffing: The College is committed to providing the resources required to deliver on the Gatsby Benchmarks and has in place a specialist Careers Guidance team who work closely with key internal and external stakeholders such as Solihull Careers Hub, the Local Chambers of Commerce and a range of local and other Higher Education providers, apprenticeship and employer organizations.

The specialist Careers Guidance team includes:

1. A careers leader with strategic leadership and is a member of the Senior Leadership Team
2. A careers coordinator qualified to Level 6 and holder of the Level 7 Careers Leader Award and registered on the Careers Development Institute Professional Practice Register
3. A careers and employability advisor
4. An Enterprise Coordinator organised by Solihull Careers Hub
5. A linked Careers Governor

3.2 Curriculum: Academic Coaches also deliver careers work through the Coaching Programme and work with students on a one-to-one basis. Following the VESPA mindset approach with students, Coaches work closely with the Careers Guidance Team to ensure that all students have access to specialist support whenever significant study, progression or careers choices are being made.

Across the curriculum, all teams have planned opportunities which focus on developing students' employability skills within subject lessons and through enrichment activities. The progress teams are making on linking careers to curriculum is evaluated through the quality processes and may feature within individual curriculum development plans.

Any student can access advice and support on securing a work placement from the Careers Team. All BTEC students benefit from a dedicated work placement in year 12 and 13, and they receive training and support from the careers and BTEC teams on how to find a suitable and meaningful placement. Many BTEC courses link the learning from the placement to individual assignments.

3.3 Partnerships: Links exist between schools/academies and local further education colleges and universities; for example, the A2B Scheme, Newcastle Partners, Social Mobility Foundation Aspiring Professionals programme; University of Cambridge Girton College access team. Also, employability and apprenticeship links with local and national companies such as the ASK Apprenticeship programme and Solihull Careers Hub, Atkins, WSP engineering and Balfour Beatty Vinci.

3.4 Resources: funding is allocated as part of the annual budget planning process, in the context of College-wide priorities and taking into account the particular needs of the careers education, information, advice and guidance programme.

3.5 Staff Development: careers staff training needs are identified via the annual self-assessment process and annual staff performance management. The College will ensure that all Careers staff are fully trained and up-to-date on current issues.

3.6 Monitoring, Review and Evaluation: The Careers Leader will produce an annual action plan. The quality and impact of careers information, advice and guidance will be evaluated annually by key stakeholders via the College's Student Attitude and Parent/Carers Surveys. The Careers team will systematically evaluate the main careers events and activities (including guidance interviews), seeking feedback also from Higher Education Institutions and Employers (as appropriate) to help inform future planning. The Senior Leadership Team will evaluate progress towards the achievement of the Gatsby Benchmarks on a termly basis.