



ST PATRICK'S
Catholic College

'Seek Ye

First the

Kingdom of God...'

Matthew 6.33

CAREERS EDUCATION POLICY

Aims

We aim to raise aspirations, challenge stereotypes and encourage pupils to consider a wide range of careers. This will work hand in hand with the schools Mission statement to help pupils realise their own dignity and discover their own unique purpose. Through our mission statement we acknowledge that each person is a unique individual and strive to respect each individual irrespective of circumstance, gender, race or creed. We will encourage everyone to develop their unique personality and educate the whole person within a loving and caring Christian environment. To this end we will promote a happy and caring environment within which each individual can develop their potential to the full.

Through Careers education and guidance we will ensure that pupils will be encouraged to make the most of their talents and go on to jobs or education which suit their needs, intelligence and talents.

In particular we intend our programme to:

- Prepare students for the opportunities, responsibilities and experiences of life.
- Develop a broad understanding of the world of work and an ability to respond to changing opportunities.
- Develop independent research skills so that they can make good use of information and guidance.
- Develop and use their self-knowledge when thinking about and making choices.
- Develop the skills they need to review achievements, plan future actions, make decisions, present themselves well and cope with change and transition.
- Prepare students for the opportunities, responsibilities and experiences of life.
- Support young people to achieve their full potential.
- Empower young people to plan and manage their own futures.
- Provide comprehensive information on all future options that are available for all students.
- Raise aspirations for all groups of students within St Patricks Catholic College.
- Promote equality, diversity, social mobility and to challenge stereotypes.
- Enable young people to sustain employability and achieve personal and economic wellbeing throughout their lives.

We recognise that the process of making career decisions is a lengthy one and that a significant number of our pupils will make their final choices only after completing their higher education course.

Commitments

The Governing Body and staff are committed to:

- the provision of resources and advice to enable students to understand and develop career choices and to ensure that careers education is seen as part of the overall curriculum and learning framework for all year groups in school.
- encouraging pupils to achieve and to be ambitious.
- involving pupils, parents and carers in the further development of careers work.
- working with external agencies, such as Youth Direction and Business in the Community, and the ESH group so that no pupil is disadvantaged in gaining access to education, training or work.
- providing all our students with a planned programme of careers education activities throughout their school education, with opportunities at key transition points to access impartial information and expert advice and guidance.

Provision

Careers includes both education and guidance. Careers education helps our pupils develop the knowledge and skills they need to make successful choices, manage transitions in learning and move into work. Through guidance pupils are able to use their knowledge and skills to make the decisions about learning and work that are right for them. Progress in pupils' self development and understanding of careers is regularly monitored.

There is a planned programme of learning experiences with learning outcomes for Year 7 to Year 11 which enable young people to:

- Develop themselves through career and work-related education
- Learn about careers and the world of work
- Develop career management and employability skills

Careers education, alongside other aspects of PSHE, will be given a designated teaching period on the school timetable of one hour per fortnight. This is to ensure that all students receive a thorough and high quality careers education to build knowledge and understanding as well as offer guidance for students.

The three main areas of careers learning, identified in the National Framework, form themes throughout careers education from years 7-11:

Self Development	<i>Understand themselves and influences on them</i>
Career Management	<i>Make and adjust plans, to manage change and transition</i>
Career Exploration	<i>Investigate opportunities in learning and work</i>

In addition to this, we organise activities such as :

- Attendance at local career fairs
- University visits
- Enterprise Days for Year 10
- Visits to work places
- Mentors from the world of work
- Careers speed dating
- Mock Interviews
- College visits

Careers guidance takes place on a one to one basis in Years 10 and 11 and is delivered by fully trained careers advisors from Youth Direction. All year groups are encouraged to work with our careers advisor and are able to request meetings, particularly in the run up to events such as subject choices for GCSE study. In this respect, careers work is supported by the work of other external providers and the work done by teaching staff and form tutors. All staff are involved in guidance to an extent.

Equal opportunities

We promote equal opportunities and use every opportunity to challenge stereotypes and to raise aspirations. In lessons teachers are asked to ensure that pupils work in mixed gender groups and that girls as well as boys are asked to be spokesperson. We monitor careers resources regularly to ensure that they encourage both boys and girls and pupils from minority ethnic groups to enter different careers.

The destinations of our leavers are closely monitored so that we are aware of trends and opportunities. This information is then passed onto younger pupils so that they too can have a knowledge of the different destinations of pupils who attend St. Patrick's. This will be done through careers lessons, 1:1 careers interviews as well as assemblies and information events.

Monitoring, evaluation and review

The careers programme is monitored regularly and amended after an annual review. Pupils' opinions are actively sought and a working party of pupils helps in evaluation and review

Relationship to other parts of the curriculum and other policies

Careers education is conducted in accordance with the School's equal opportunities policy, external visits policy and other relevant policies. The whole school remit of careers is recognised and the curriculum is developed alongside that of other areas so that careers education is an integral part of the whole school curriculum

Management

A member of the Senior Leadership Team within school has strategic responsibility for CEIAG, oversight of a CEIAG Coordinator, with access to administration support. The school has responsibility for securing its external careers guidance service. This area is supported by a link governor. The senior leader will also oversee the structure for delivery by members of staff who have access to relevant training when appropriate.

The Assistant Headteacher and CEIAG Coordinator will review and evaluate the provision with all stakeholders including young people and the external IAG service, taking into account the school's destination measures.

Resources

As a school we will provide resources for the successful implementation of this policy through securing:

- An annual budget to cover internal needs, CPD opportunities and commissioning of external sources.
- Adequate staffing.
- Student and staff access to information [electronic and hardcopy].
- Designated space for individual, group teaching and research sessions.
- Access to a careers advisor for all students within the school.
- A range of relevant external providers and speakers.

Partnerships

The policy recognises the range of partners that support the CEIAG offer within St Patricks Catholic College. These include:

- formal arrangements with our external providers of careers guidance and others.
- liaison with post 16 providers and higher education institutions.
- employers and training providers.
- parents and carers.
- others specific to St Patricks Catholic College.

Approvals and review

This policy is reviewed biennially in discussion with staff and external partners and key priorities for action are identified and included in the school improvement plan. The policy will be reviewed in April 2018 to ensure it is giving every student the information, knowledge and guidance to ensure students make informed and successful decisions about their future.