



## Careers Guidance Policy

Name of policy	Careers Guidance
Review committee	SLT in absence of Board of Trustees
Last review date	September 2024
Next review date	September 2025

## 1. Introduction

1.1 The Education Act 2011 places a statutory duty on schools to secure access for pupils to independent and impartial careers guidance that promotes the best interests of the pupils to whom it is given and includes information on all options available to them, including apprenticeships and other work-based learning. The DfE re-issued statutory guidance in April 2014 on how this should be implemented, to which schools must have regard in carrying out the new duty. This relates to the 'Inspiration Vision Statement' of September 2013.

### Key points in the statutory guidance

The duty of schools to secure independent careers guidance for all year 8-13 pupils is intended to expand advice and guidance for young people so they are inspired and motivated to fulfil their potential. Schools should help every pupil develop high aspirations and consider a broad and ambitious range of careers. Inspiring every pupil through more real-life contact with the world of work can help them understand where different choices can take them in the future.

1.2 There is in any event an obvious case for stating the school's position on this important area, and trustees reaffirm their long-standing commitment to ensuring high-quality careers guidance that promotes pupils' best interests and meets their real needs.

## 2. Definitions

2.1 **Advice and guidance** refers to a coherent programme of activities that inform, inspire, and motivate young people, preparing them for work and helping them to understand where different education and training choices could take them in the future. (DfE statutory guidance 2014)

2.2 **Independent** is defined as 'external to the school' (DfE statutory guidance 2014). The school does not interpret this to mean that it has no role in quality assuring an independent service provided to its pupils.

2.3 **Impartial** is defined as 'showing no bias or favouritism towards a particular education or work option' (DfE statutory guidance 2014).

2.4 **Promote the best interests of the pupils to whom it is given** is interpreted in this school to include a requirement that advice must not depress pupils' reasonable aspirations/possible attainment. It must consider their potential life-long careers, not just their immediate 16+, 17+ or 18+ placements.

## 3. The Role of the School

3.1 The school will secure and (when necessary) pay for independent and impartial careers guidance advice. This may take many different forms, including information evenings, outside speakers in PSHE and general studies programmes, careers fairs, meetings with mentors, transition meetings for vulnerable and SEN pupils, and advice given on work experience programmes, as well as face-to-face interviews with an independent adviser.

3.2 In order to provide for the real needs and circumstances of our pupils, face-to-face interviews with independent advisers will be provided for those pupils to whom the school deems it to be the most suitable form of support, including (where relevant) those with SEN. This will be in addition to advice offered by the school, where information will also be given in an impartial way.

3.3 The school will provide information and verbal briefings on pupils to help independent advisers and mentors understand their potential outcomes and current performance and will expect this information to be given due consideration and used in confidence.

3.4 The school will quality assure careers guidance, including that offered independently, to ensure that pupils are receiving advice that is impartial and relevant to their needs, and will raise any concerns that might emerge in good time with advisers.

3.5 The school will provide a range of career activities, including vocational-related learning.

3.6 The school works with a range of other facilities – further education and higher education providers, and work-based training and apprenticeship providers – to ensure that pupils have access to a range of options at each stage of their education.

3.7 Pupils will have access from school to online advice, including the National Careers Service website (<https://nationalcareers.service.gov.uk/>). Pupils will also be advised of the NCC website (<https://careers.northumberland.gov.uk/>).

3.8 The school will evaluate its success in supporting pupils to take up education and training that offers good long-term prospects through analysis of internal destination measures and DfE destination measures data (<https://explore-education-statistics.service.gov.uk/find-statistics/16-18-destination-measures>).

This data will be shared with the local authority.

This policy will be reviewed annually.