

Meadows School

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Whole School Careers Program Policy

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1. Introduction:

This policy outlines the framework for the Whole School Careers Program at Meadows School, ensuring all students receive comprehensive careers education, information, advice, and guidance (CEIAG). The program aims to equip students with the skills, knowledge, and experiences necessary to make informed decisions about their future pathways.

2 Aims:

The school aims to ensure that:

- To provide students with insights into various career options and the skills required for different professions.
- To foster students' understanding of the world of work and the importance of employability skills.
- To promote awareness of further education, training, and apprenticeship opportunities.
- To support students in developing self-awareness, goal-setting, and decision-making skills.

3 Legal Framework

This policy aligns with the statutory guidance provided by the Department for Education (DfE) regarding careers guidance in schools, including the Careers Strategy and the Gatsby Benchmarks.

4	Program Structure	<ul style="list-style-type: none"> · Curriculum Integration: CEIAG will be integrated into the school curriculum across all year groups. Subjects will incorporate relevant career-related content. · Dedicated CEIAG Sessions: Sessions will be scheduled for each year group to explore career pathways, employability skills, and personal development within PSHE. · Work Experience: Students in Key Stage 4 & 5 will have the opportunity to undertake experiences in the workplace to gain practical insights into the workplace. · Career Fairs and Guest Speakers: The school will organise a whole school career week and invite industry professionals to speak, providing students with firsthand insights into various careers. The school will facilitate Students' visits to cooperative careers fairs. · Individual Guidance: Career advice will be available through one-on-one meetings with a qualified CXK careers advisor, helping students to explore their interests and options.
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5	Roles and Responsibilities:	<ul style="list-style-type: none"> · Careers Coordinator: The designated careers coordinator will oversee the implementation of the program, ensure compliance with statutory requirements, and coordinate activities · Teaching Staff: All staff will contribute to CEIAG by integrating career-related learning into their subjects and supporting students in their career exploration · Governors: The governing body will review the effectiveness of the careers program and ensure it meets the needs of all students
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6	Monitoring and Evaluation:	<p>The careers program will be regularly evaluated through:</p> <ul style="list-style-type: none"> · Student feedback surveys · Monitoring of student progress and outcomes related to career pathways · Annual reviews with the aid of Compass + mapping and evaluating against the Gatsby Benchmarks
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7	Partnership with External Organisations:	The school will collaborate with local businesses, higher education institutions, and community organizations to enrich the careers program and provide students with diverse opportunities.
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8	Review of Policy:	<p>This policy will be reviewed annually to ensure its effectiveness and relevance, adapting to the changing needs of students and the workforce.</p> <p>Adoption Date 25.10.24</p> <p>Review Date 25.10.25</p> <p>Approved By Katie Bain</p>
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9		Additional Information
Copies of this policy may be obtained from:	<ul style="list-style-type: none"> • Share Point • The Main School Office 	
This policy links with the following policies & Documents	<ul style="list-style-type: none"> • Statutory guidance provided by the Department for Education (DfE) regarding careers 	
Relevant statutory guidance, circulars, legislation & other sources of information are:	<ul style="list-style-type: none"> • Gatsby Benchmarks • Education (Careers Guidance in schools) 2022 	
The lead member of staff is:	Evelyn Daniels	
Definitions and key terms used in this policy:	<p>Department for Education (DfE) Careers education, information, advice, and guidance (CEIAG) 8 Gatsby Benchmarks</p> <ul style="list-style-type: none"> • A stable careers program. • Learning from career and labour market information. • Addressing the needs of each pupil. • Linking curriculum learning to careers. • Encounters with employers and employees. • Experiences of workplaces. • Encounters with further and higher education. 	
The Rationale and Purpose of this policy:	Inclusivity and Accessibility:	

	The program will be inclusive, ensuring that all students, regardless of their background or ability, have access to high-quality careers education and guidance.
Appendices:	Further information available via Compass + online careers mapping and evaluation tool.