



Marden High School

Careers and Work Related Learning Policy

Qualifications such as GCSE and A level are changing, and opportunities in higher education extend now beyond the UK to other parts of Europe and further afield. Students need help to make choices and manage transitions: they need good quality careers education, information, advice and guidance.

1) Background to the policy:

CEIAG and Work related learning is fundamental in supporting our students’;

- Progress and Outcomes
- Aspirations
- Engagement in the learning process
- Development of the 5R’s- resilience, responsibility, resourcefulness, reasoning, reflective

The school will provide a range of opportunities for students to learn about work, the world of work, the skills required for work and the qualification pathways available to them.

2) This policy applies to:

All students, parents/carers & staff

3) Statement of the policy:

The school Careers Plan is based on the DfE document "Careers Guidance and Inspiration in Schools" dated March 2015, updated in October 2018. Careers education does not just mean informing students about their options after school but also how their school career will affect their futures. It is our statutory duty to ensure that all pupils receive independent, impartial advice and guidance regarding all options within school and how they will affect their options after school and which careers pathways will become available to them. By helping students with decisions at crucial stages, informing them of all their options and introducing them to the world of work, we aim to prepare them for life after Marden High whichever path they choose.

Providers are invited to deliver assemblies face to face or remotely to offer information to students. We also host providers information and videos on our website for the benefit of our whole school community.

4) The aims:

The careers policy is to ensure that we provide a fit for purpose programme which will provide our students with the knowledge, inspiration and ability to take ownership of their own career action plans which will enable them to succeed in their next stage of education or employment through:

- Developing an understanding of the world of work
- Empowering students to plan and manage their own futures
- Developing employability skills of communication, creativity, problem solving and enterprise
- Providing comprehensive, unbiased & responsive advice and guidance service that allows time for face to face, individualised guidance
- Establishing strong links with our local Universities, Newcastle, Northumbria and Durham
- Working alongside NECOP and University Ambassadors to deliver workshops focused on routes into Further and Higher Education, Career pathways and Financial Competency
- Building links with Russell Group Universities, including Oxford and Cambridge, through the involvement with St Anne's College Outreach programme
- Actively promoting equality and challenging gender stereotypes
- Successful transition to the next stage of education and employment
- Achieve the Gatsby Benchmarks

5) Provision:

The methods by which CEIAG and work related learning will achieve their goals are:

- Staff development around the Gatsby Benchmarks is incorporated into the CPD plan
- Schemes of Work and individual lessons plans should include work related learning opportunities
- Departments should highlight opportunities within each Scheme of Work to make explicit links between content, careers and work related learning.
- Promoting awareness and understanding of work, industry and the economy delivered through the Personal Development Curriculum
- Providing a range of opportunities, such as mock interviews, Sixth Form and College taster days, NECOP workshops, KS4 Career Fair, presentations from employers, STEM events, that enhance the curriculum
- Providing informed and impartial guidance via trained level 6 Careers Advisors
- Promoting awareness of the world of work through Work Experience week
- Promoting a range of opportunities and provisions which assist in raising aspirations and achievement, for example working with Student Ambassadors from Universities
- Industry specific talks and presentations
- Member of the NELEP Careers HUB

- Maintaining and developing effective links with key partners including Connexions, North Tyneside Learning Trust, NECOP, NELEP, St Anne's College, Oxford and our Enterprise Advisor, Jane Austin

6) Staff Development:

CPD will be planned to support all staff to effectively deliver the CEIAG curriculum. Staff training needs for planning and delivering the Careers programme will be identified through:

- The completion of the Quality Award CEIAG audit
- Staff evaluation and feedback of the CEIAG Schemes of Work and events
- Review and planning of curriculum to include Career focused information and opportunities

7) Monitoring, Review and Evaluation:

Monitoring, Review and Evaluation are key processes which allow for reflection on effectiveness of the CEIAG curriculum and gives the school the opportunity to feedback successes and identify areas for further improvements. They will take place in the following ways:

- The Careers Lead ensuring that the CEIAG programme is maintained, receiving feedback on the process from all concerned throughout the academic year
- The Careers Lead keeping a record of written evaluations from staff and students regarding key CEIAG events and CPD opportunities
- The Careers Lead, with the support of SLT, implementing improvements to the curriculum where necessary

8) Management:

The Careers Lead is Fiona Brennan, this person is line managed by the Headteacher and supported by link governor. The Careers Lead is responsible for:

- The leadership and coordination of the various aspects of CEIAG and work related learning
- Monitoring/evaluation
- Liaison with SLT, Governing Body, LA, NTLT and other partners

Subject staff are responsible for identification of work related learning elements within schemes/plans and implementation of work related elements.

Ratified by Governors January 2020

To be reviewed January 2022