

CARDINAL WISEMAN CATHOLIC SCHOOL



Careers Policy

INTRODUCTION

At Cardinal Wiseman Catholic School students are growing to be.....



Cardinal Wiseman Catholic School is dedicated to promoting a distinctive Catholic ethos by upholding the teachings of the Catholic Church and promoting the Wiseman Virtues formed from the Gospel and rooted in the person of Christ. Our mission statement of 'Forward in Faith' shapes our aims as a school and we are committed to developing the full potential of every individual, regardless of culture, race, religion, disability, or special need by creating a safe, orderly environment where all members of the community work diligently in a spirit of cooperation and treat each other with courtesy and respect at all times.

Aims of the Careers Education, Information and Guidance Policy

*Through the aims of this policy students, parents and teachers will become **curious** about their future career goals make **wise** decisions about their future pathways and aspirations.*

- Develop a broad understanding of the world of work and an ability to respond to the changing job market
- Develop high expectations of pupils to make careers choices suited to their ability and talents.
- Develop independent research skills so that pupils can make good use of information and guidance to make the informed decisions they need about the future
- Develop the skills pupils need to review achievements, plan future actions, make decisions, present themselves well and cope with change and transition.
- Develop an understanding of the wide range of pathways available post 16 and post 19.
- To ensure that the eight Gatsby Benchmarks are implemented and embedded across our careers programme.

Principles

At Cardinal Wiseman Catholic School we aim to:

- Deliver sessions in order to support the national framework for implementing a 11-19 entitlement to Information, Advice and Guidance in England.
- Provide pupils with a comprehensive and personalised programme which offers opportunities for personal development and progression
- Provide impartial advice and guidance
- Challenge stereotypes and to consider individual rights and responsibilities
- Provide current information on the labour market, on access to work, training and further and higher education
- Use agencies and other external service providers to provide information and support especially to those with specific needs
- Provide access to work based learning
- Create effective business links with school governors and external businesses.

Key roles and responsibilities

*Through well-defined roles and responsibilities students will be **eloquent** in their ability to describe their future career goals, pathways and aspirations and staff will be **attentive** in devising and implementing a careers programme suited for students at Cardinal Wiseman Catholic School*

- The governing body has overall responsibility for the implementation of the Careers, Education, Information, Advice and Guidance Policy of Cardinal Wiseman Catholic School.
- The governing body has overall responsibility for ensuring that the Careers, Education, Information, Advice and Guidance policy does not discriminate on any grounds, including but not limited to ethnicity, culture, religion, gender, disability or sexual orientation.
- Associate Assistant Head teacher (Sophie Kelly) will be responsible for the day-to-day implementation and management of the Careers, Education, Information, Advice and Guidance policy.
- Sophie Kelly will be the Careers Co-ordinator responsible for organising careers events and information to deliver a careers programme at Cardinal Wiseman Catholic School.
- Students are expected to understand the importance of what it means to be employable, understanding the different career paths, the importance of high quality work experience and accept advice and workshops delivered by external providers.
- Parents/carers are expected to engage and support the school with the careers guidance. They should attend careers events suited to their child such as Key Stage 4 Careers Fair, Information evening and options evenings. Parents should also engage with platforms such as Unifrog which allows them to monitor their child's careers provision.
- Unifrog is the whole-school platform used for pupils. It enables pupils to access accurate records about their careers experiences and ultimately make informed decisions about their futures. From 2021-22, all pupils will have access to the platform and a sequenced, age-appropriate careers programme will stem from this.

Monitoring and Development

A framework for monitoring Careers education is now in place and ongoing through an action plan. This plan is clearly governed by recent guidelines and follows the Gatsby benchmarks. The plan is overseen by the CEIAG team and the Birmingham local authority. Following guidance from the Careers and Enterprise company, we review our provision against the Gatsby Benchmarks termly and measure our progress against other schools nationally. This identifies areas for development termly to action.

As part of our evaluation, through the use of the Risk of Neet Indicator tool (RONI), we annually identify which pupils are at risk of being NEET (not in employment, education or training) and put into place a range of interventions to prevent this from happening.