

FERNDOWN UPPER SCHOOL CAREERS POLICY

POLICY FIRST ADOPTED: JANUARY 2019

To be reviewed annually

Reviewed ---June 2020

Reviewed ---June 2021

Reviewed.....

Reviewed.....

Reviewed.....

Aims

Ferndown Upper School is committed to ensuring that all young people have access to good and realistic information and guidance about the full range of career pathways available to them. We aim to ensure that all our students are self confident, skilled and career-ready. This will be achieved through a programme of high quality, planned Careers and Work Related Learning activities, advice and guidance.

Ferndown Upper School have a number of statutory duties in relation to careers guidance (DfE Careers guidance and access for education and training providers December 2017/January 2018).

This includes the following:

- An obligation to provide independent and impartial face to face careers guidance from Years 9 to 13.
- Ensuring that there is an opportunity for a range of education and training providers to access all students in Years 9 to 13.
- Using the Gatsby Benchmarks to improve careers provision.
- Appointing a named person to the role of Careers Lead – this is Mrs Sarah Stroud.
- Publishing details of the Careers programme for young people and their parents – there is a Careers Tab on our website where all details can be found.

Careers Guidance will be based on a partnership with students and their parents or main carers. The programme will raise aspirations, promote social mobility, challenge stereotyping and actively promote equality and diversity.

This provision is:

- Reviewed annually through discussions with SLT, teaching staff, Ansbury Guidance (our external provider), students, parents, governors, advisory staff and other external partners.
- Underpinned by the school's aims and policies for teaching and learning, assessment, recording and reporting achievement, PSHE and Citizenship, equal opportunities, health and safety and SEND.
- Designed to meet the needs of students at FUS. It is differentiated to ensure progression through activities that are appropriate to students' stages of career learning, planning and development.

Content

Commitment

Ferndown Upper School is committed to ensuring that the 8 Gatsby Benchmarks of good practice are in place. These 8 benchmarks are:

1. A stable Careers Programme
2. Learning from career and labour market information
3. Addressing the needs of each student
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experience of the workplace
7. Encounters with further and higher education
8. Personal guidance

Students' needs and entitlement

Students at Ferndown Upper School will benefit from:

- Access to a range of activities that inspire them, including employer talks and assemblies, careers fairs, motivational speakers, college and university visits. **During the pandemic many opportunities have become virtual eg Careers Fair, FE and HE visits, Work Experience.**
- Links with local employers to help boost attitudes and employability skills, learn about the range of roles and opportunities available to them.
- Direct experiences of the workplace.
- Meaningful encounters with employers, helping all students learn about what work is like and how to be successful in the workplace.
- Access to advice from external providers on options available post 16 including apprenticeships, GAP year opportunities, university and employment.
- Face to face advice and guidance to build confidence and motivation.
- Co-ordinated support from external agencies including Ansbury Guidance where students are vulnerable, have SEND or are at risk of becoming NEET.
- Information on the financial support available to students post 16.
- Information including local labour market information from a range of agencies to develop a smoother pathway between education and work.
- Free access to careers advice, 7 days a week, from trained specialists through the National Careers Service and via Ansbury Guidance web chat.
- The opportunity to book a careers appointment with a trained Ansbury Guidance representative. This opportunity is available to all students in every year group.
- Activities during Drop Down days and other events in all year groups that promotes awareness of a wide range of career opportunities and progression routes.

Implementation

The Careers Lead co-ordinates the careers programme and works closely with the SLT link for Careers.

The Careers Working Party meet twice termly to discuss Careers Strategy and the Careers Action Plan.

All teaching staff contribute to Careers Education through their role as tutor and subject teacher.

Staffing

All teaching staff are expected to contribute to the careers education and guidance programme through their roles as tutors and subject teachers. Careers education is planned, monitored and evaluated by the Careers Lead in consultation with the **Assistant Head (SLT link for Careers)** and external careers provider. Careers information is available on our website, in the Study Centre, 6th form office, House Office, the Pastoral Office and via the external provider website – Ansbury Guidance.

Partnerships

Ferndown Upper School works closely with a large number of local employers and organisations, Ansbury Guidance and with other educational establishments to ensure a broad and balanced range of information and opportunities are available to students. In addition, the Careers Lead works closely with our Business Advisor – [Sue Heyes](#). An annual partnership agreement is negotiated between the school and Ansbury Guidance through identifying the contributions to the programmes that each will make.

Resources

Funding is allocated in the annual budget planning exercise. Funding for developments in the school's development plan is considered in the context of whole school priorities. Sources of external funding are actively sought eg Southern Universities Network, Young Enterprise, DASH.

Monitoring, Reviewing and Evaluation

Ferndown Upper School's Careers Programme is reviewed annually by the [Assistant Head \(SLT link for careers\)](#) and the Careers Lead.