



Stanchester
Academy

Careers Policy

2024 - 26

Written by: Gemma Glentworth

Governor Approval Date:

Review Date: July 2026

Our Vision

Stanchester Academy is a community built on the values of mutual respect and ambition for everyone. This vision underpins our curriculum policy and is reflected in the decisions we have made about our careers offer to students.

Our Aim

At Stanchester Academy we endeavour to prepare our pupils for their future and the transition from classroom to workplace.

Our careers programme exposes pupils to a diverse range of activities that raise aspirations, provide insights into career pathways and develop employability skills.

Careers education is the responsibility of all staff, and our pupils can expect guidance from both formal and informal conversations around the school campus. Careers education, information, advice and guidance (CEIAG) is delivered in a multi-faceted approach through tutors, pastoral staff, the PSHE programme, curriculum lessons, extra-curricular activities and personal guidance meetings.

Gemma Glentworth is the Senior Leader responsible for Careers and provides strategic and operational support to Stanchester Academy. She can be contacted via email gemma.glentworth@stanchester.co.uk

The Careers Team:

Careers Lead: SLT - Gemma Glentworth

Work Experience Co-ordinator – Virginia Waller

Level 6 1:1 Guidance – Future Smart

Enterprise Adviser - Lucy-Ella Robinson, email Lucy-Ella.robinson@yeovil.ac.uk

Our Commitment

This policy covers the legal duty of schools to provide careers education, information, advice and guidance to students in key stages three and four.

At Stanchester we are committed to: -

- Using the Gatsby Foundation's benchmarks as set out in the DfE guidance to underpin our careers provision
- Providing supportive, impartial advice and resources to help students in their decision making
- Advocating that careers education is the responsibility of all staff – it is integrated into the curriculum and learning of all year groups, both in the classroom and in extracurricular activities
- Involving parents, carers and students in the review and development of careers work
- Keeping parents / carers informed via our careers pages on the Stanchester website, Academy social media and parent newsletters

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- Working with stakeholders and all staff to be inclusive and ensure all our students have access to education and training that addresses their needs and potential
- Delivering a high-quality careers service with a level 6 qualified advisor
- Providing access to a range of education and training providers for the purpose of informing students about approved technical education qualifications or apprenticeships. (See our Provider Access Statement)
- Regularly reviewing our careers provision in line with the latest DfE guidance.

Careers education is conducted in accordance with our equal opportunities policy, safeguarding policy and other relevant policies.

Objectives

The objectives of the careers education, information, advice and guidance are:

- To ensure that all students at the school receive a stable careers programme
- To enable all students to learn from information provided by the career and labour market
- The CEIAG programme should address the needs of each student
- To link the curriculum learning to careers learning
- To provide students with experiences of the workplace(s)
- To ensure that students have a series of encounters with further and higher education
- To provide each student with the opportunity to receive personal guidance.

We believe that good CEIAG connect learning to the future. It motivates young people by giving them a clearer idea of the routes to jobs and careers that they will find engaging and rewarding. Good CEIAG widens pupils' horizons, challenges stereotypes and raises aspirations. It provides pupils with the knowledge and skills necessary to make successful transitions to the next stage of their life. This supports social mobility by improving opportunities for all young people, especially those from disadvantaged backgrounds and those with special education needs and disabilities.

Provision

Careers education helps students develop their understanding of the options available to them and equips them with the knowledge and skills they need to make successful choices. We hope to make the transition in to post 16 education and training as easy as possible through a fun, accessible and informative careers programme.

We provide a range of careers events and activities for students across all age groups that include: -

- Careers conversations
- HE and FE insight events and taster days
- Business and employer talks
- Employability workshops (CV building, personal presentation skills etc)
- Mock interviews
- Meet the Expert sessions
- Assemblies from employers, colleges and training providers

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- Networking opportunities with alumni
- Apprenticeship information
- Work experience
- Signposting to virtual work experience opportunities and employability programmes

Provider Access

Our Provider Access Policy sets out the manner in which providers will be given access to pupils. This policy is shown in appendix 2 and is published on the Stanchester website, as required by the Baker clause.

Responsibilities, Monitoring & Review

Governing Body

There will be a member of the governing body who takes a strategic interest in CEIAG and encourages employer engagement. This governor will ensure that the school has a clear policy on CEIAG and that it is clearly communicated to all stakeholders. They should ensure that this policy is based on the eight Gatsby benchmarks.

Headteacher

The Headteacher will ensure that the work of the careers team and CEIAG events are supported and monitored. They will ensure a member of the Senior Leadership Team has an overview of CEIAG work and reports back regularly to the team.

Review

We regularly monitor the careers programme and seek feedback from students, parents and staff to ensure it is fit for purpose.

Our provision is self-assessed biannually through the Careers & Enterprise Company's Compass Assessment Tool, which checks for compliance against Gatsby benchmarks.

Student destinations are tracked, and further support provided via close liaison with appropriate local support services to keep NEET figures to a minimum.