



Highams Park
Academy Trust



Highams Park Academy Trust

Policy and Procedure for Careers Education

| Date of Review | SLMT Lead | Trustee Approval |
|-----------------------|-------------------------------|-------------------------|
| 10 February 2022 | Cally Halkes Lisa Charlton | 10 February 2022 |
| 1 December 2022 | Enuma Afulukwe | 1 December 2022 |
| 30 November 2023 | Susie Hickman | 30 November 2023 |

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Higham's Park Careers Education Policy

Statutory Requirement and Government Guidelines

It is the duty of Highams Park to secure independent careers guidance for all years 7-13 students. The Careers Department at Highams Park is here to support students with choices they will make for their future aspirations. The school's focus is to guide and implement the necessary requirements to foster each student's decisions, presented in an impartial manner as adhered through statutory guidance. It aims to provide a full range of activity delivered under the eight Gatsby Benchmarks as laid out within the Career Education section. This will integrate training opportunities including apprenticeships and other vocational pathways.

All students with an EHC Plan will also be given independent careers guidance through the local authority to aid with their career choices and progression.

All young people are required to continue in education or training between the ages of 16-18 and can do this in three ways:

- Full time sixth form at school or at another sixth form centre or college of FE
- Through training provider Apprenticeship, Traineeship, or supported internship
- Full time work combined with part time accredited study/qualification.

Vision and Values

The Careers department is here to help each student as they navigate their way on the road of discovery through research and other resources. The guidance each person receives will promote the best interest of student to whom it is given, incorporating the core values of Highams Park "**Success through our endeavours**", embracing the emphasis placed on developing caring and considerate individual embedded with responsibility, respect, and resilience!

Highams Park will work in conjunction with the Bakers Clause; giving students access to the full range of training opportunities that are provided through colleges, universities, technical colleges and/or apprenticeships. High quality impartial guidance in schools is critical for all young people and their future as this reflects their ability to make informed choices. **The COVID-19 pandemic has had an unprecedented impact on the economy, education and the opportunities open to students.** All students should be given the opportunity to explore both academic and technical qualification to enhance their knowledge of the world of work. **As the school invests in the personal guidance provided by a qualified careers adviser, students are supported to acquire the knowledge, skills and confidence to fulfil their potential.**

Highams Park Careers Department is committed to ensuring SEND students are provided with the right support for their progression pathway to guarantee they are integrated successfully into further education and work. This is a requirement with the Children's and Families Act and SEND Code of Practice. Supporting students with SEND to achieve better than they ever thought they could by identifying and providing for pupils who have special educational needs and additional needs that works within the guidance by cooperating a 'whole pupil,' 'whole school' approach to the management and provision of support for special educational needs students and how this links to their future aspirations.



Learner's Entitlement

To create opportunities for all students to explore and experience the full range of careers pathways open to young people post 16/18. To gain more knowledge on the changing nature of the world of work and have exposure to a wide range of employers through work experience and Insight into Industry days. This will be developed in a variety of ways, through career education, curriculum, during tutor time and assemblies, meeting the standards of the Gatsby benchmark.

Management and Delivery

Careers Leader is responsible and accountable for the delivery of the school programme of career advice and guidance. Career adviser is responsible for providing information advice and guidance to pupils one-to-one and in groups. This is also to ensure that all students have access to independent and impartial careers guidance and will have access to information and advice about ALL pathways.

Higham Parks School is also allocated an Enterprise Coordinator, who provides the school with local source expertise and supports career provision. This also includes access to an Enterprise Adviser a business volunteer who will work with the school to drive and help improve Highams Parks careers provision.

Stakeholders and Partners.

Parents/carers: this policy is to ensure that parent/carers have an invested interest in their child's career development which is supported through the school community, developing confident and capable individuals with the ability to plan and make right choices for their future aspirations. Highams Park will enlist the help and support of local employers and community partner.