



Ercall Wood Academy

**Career Education and Guidance
Policy**

2024



Learning
Community Trust

Part of the Learning Community Trust

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Including the Gatsby Benchmarks

1. Vision and Values

Our children deserve an environment in which they can flourish and achieve their potential, empowering them to change their lives and the lives of those around them for the better, no matter what their academic or social starting point.

From the moment they walk through our doors, our children will experience a highly personalised, modern Careers curriculum, rich in variety and diversity, yet underpinned by traditional values.

Our children will be encouraged to become enterprising individuals and will experience preparation, support and guidance information for all pathways beyond Ercall Wood, including Further and Higher Education and apprenticeship routes.

Our children will not only receive information around local labour markets but will be supported in their aspirations and vision to work within national and international sectors.

2. Aim

The Aim of the Careers Programme at Ercall Wood Academy is to support students to flourish and develop whilst we support them in developing a deep understanding of the opportunities available to them through a variety of different pathways following the completion of their education with us.

Careers Information Advice and Guidance will be delivered throughout the curriculum at Ercall Wood Academy, ensuring that as students' progress through both KS3 and KS4, their knowledge and understanding of career opportunities increases and informs their post 16 choices.

All students are equal and therefore all will be able to access the careers curriculum and opportunities available throughout their time at Ercall Wood Academy.

In line with Gatsby Eight Benchmarks for Careers Excellence, Ercall Wood Academy aims to

- Design and provide a stable careers programme for our learners
- Expose students and their families to relevant labour market information (LMI)
- Address the needs of all students, in line with our school's vision
- Link curriculum learning to careers across all year groups
- Provide opportunities for students to encounter employers and employees at a local and national level
- Support students to obtain work experience placements within year 10
- Provide opportunities for students to encounter further and higher education across all year groups
- Provide personal guidance to students in a specified programme and have ad hoc access to our Careers Hub and the careers information it can provide

3. Learner Entitlement, Management and delivery

Ercall Wood Academy aims to develop the following career learning in students and expose them to a rich variety of careers experiences. The programme of events will be updated on the website and communicated via the Careers Lead. We commit to:

- Provide students with up-to-date careers information, allowing students to direct themselves towards both guidance activities and information throughout the development and decision-making stages of their time at Ercall Wood – specifically Year 9 Options and Post 16 options. These decisions should be informed by the experience they have gained through Years 7, 8, 9, 10 and 11
- Raise aspirations of all students, including subgroups – Disadvantaged, SEND, Gender etc to ensure that students are aspiring to the highest level of education, training or employment possible to facilitate aspirational career goals. This will be supported through access to careers and Further Education information in a variety of styles, a well-managed curriculum linked careers programme and a well-designed and resourced Careers Corner
- Enable learning to understand how personal finances will constantly impact their lives and should be considered when looking at career aspirations. This will be managed primarily through careers led Life Skills learning opportunities
- Ensure that careers guidance is wide ranging through a variety of different portals and through external providers as this reduces the risk of students becoming NEET
- Business engagement opportunities such as – BAE Systems, Denso, DHL, Epson, Jaguar Land Rover and other local companies as well as national employers, such as the Army
- Ensure that every student experiences the world of work via a Year 10 placement for one week, and virtual work experience opportunities throughout Life Skills curriculum time
- Ensure that all staff have an up to date understanding of the job roles and careers that link directly with their subject area. This knowledge is used to enrich their teaching so that students are enthused by the subject and the potential careers opportunities that success in the subject can bring. Teachers will be supported with resources, lesson plans and updates in curriculum linked careers learning
- Develop and support a culture which promotes an open and curious relationship between students and the Careers and Enterprise department. Students can access the Careers Corner resources frequently with support or as individuals, engage in feedback, communicate through social media and email or arrange a 1:1 career interview session. This will enable students to develop self-driven career learning
- Support students' career development by communicating with families and carers, sharing careers and further education information, inviting them to engage in feedback and to access many resources that are made available online

- Create a diverse and exciting programme of activities, events and interactions with further education and the world of work in line with the school's vision of creating an environment in which children can flourish and reach their full potential

This programme will continuously be assessed, expanded and improved as the Careers Department further embeds into the workings of the school.

4. Staff Responsibilities

At Ercall Wood we believe it is essential to involve all key stakeholders as detailed within our career's development plan.

Trust CEO & Executive Principal

Support the growth of careers through appropriate means

Principal at Ercall Wood Academy

Support careers growth and development within Ercall Wood Academy. Actively promote careers and support with staffing and resources

All Vice and Assistant Principals

Support and promote careers across the whole school.

Mr R Trafford – Vice Principal - Overall responsibility for the implementation of a stable careers programme and ensuring the school meets the Gatsby Benchmarks. Line manages the head of careers.

Careers Lead

Mrs L Simmelker - Supporting the careers lead to deliver the Ercall Wood Academy careers programme, planning and delivery of whole school careers and enterprise events.

Future Focus

Mrs J Roberts - Providing individual support and guidance to all Year 11 students / parents to ensure that all year 11 students have a mapped career / education pathway after leaving Ercall Wood.

Transition Coordinator

Miss P Shaw - Employed by the Learning Community Trust to support students into Further Education or alternative routes post 16 to reduce the risk of NEETS.

SENCO

Mrs F Lewandowska - Ensures that all SEND students have an appropriate career / educational pathway mapped and planned prior to leaving Ercall Wood Academy in Y11.

Tutors

Deliver Careers based activities and provide support and guidance during whole cohort / school events.

Subject Leaders

Ensure that within their subject area, Careers education is applied to the curriculum to ensure that Gatsby Benchmarks 2, 4, 5 and 7 are delivered at Ercall Wood Academy.

Teachers

Will support the delivery of the careers programme. Teachers will link their subject area to their lesson plans, using labour market information and with direct job role links. Teachers will use employers and employees to enrich the curriculum and inspire students to want to work in their sectors and experience workplaces when appropriate.

5. Staff Development

All staff are expected to contribute to the career learning and development of students in their different roles. To meet the training needs from this, we will conduct whole school training during personal development days alongside regular presentations to all staff on the careers programme and its development.

The careers lead will continue to undergo regular training, following the successful completion of the Post Graduate Careers Leader Qualification (2019) and update training (2024)

6. Funding and Resourcing

Funding for careers will be allocated in the school budget.

The school will explore sources of external funding and support including, Aspire to HE, the Local Authority and private enterprises. We will also look to secure grants and other funding opportunities as and when they arise.

7. Teaching, Learning and Assessment

In line with the school's vision to provide "our children will experience a highly personalised, modern curriculum, rich in variety and diversity..." the Careers department will provide a deep and broad selection of learning experiences within and outside of the classroom and provide information in a variety of formats using different

communication methods. Assessment on an individual basis will be through formal and informal feedback and a strictly managed tracking tool.

Overall results of career interventions will be assessed on formal and informal feedback, through post 16 results monitoring and NEET statistics monitoring.

8. Monitoring, reviewing, evaluating and reporting

All Careers and Enterprise interventions will be reviewed individually using feedback from the Careers Lead, teachers, SLT, external providers, parents and students. An ongoing and dynamic management of the Careers Programme will ensure improvements can be incorporated and the programme evolves with the needs of the students.

A formal, annual review will include statistics derived from the tracking system.

9. Stakeholders and Partners

Parents / Carers: We recognise the important role that parents and carers have in their child's career development. The Careers department will manage a regular communication programme with parents, providing careers and Further Education information and sharing details of the various activities and resources the school offers their children.

Careers support agencies: The Careers department will continue to grow the professional and productive relationships they have with external agencies, including Future Focus, the Careers and Enterprise Company, Telford and Wrekin Council and all within the Learning Community Trust.

Employers, community partners and learning providers: The Careers department will continue to grow the professional and productive relationships they have with local employers, regional representatives of national employers, community organisations and both local and regional FE and HE providers. In line with the Learning Community Trust strategies, a review of skills and education provision in co-operation with local authorities and major local employers will be supported, relationships promoted, and activities designed to provide engaging and inspirational careers learning through our school.

The school is conscious of our local context, that being that the area of Telford and Wrekin has a diverse manufacturing sector, a burgeoning tourism sector and research and development facilities. The biggest contributors to the Borough's economy are distribution, transport, accommodation and food, manufacturing and public administration and education and health.

10. Statutory requirements and expectations

The school is committed to fulfilling its statutory duties in relation to Career Guidance and the following policy statements support that commitment.

Provider Access Legislation (2023)

This policy statement sets out the school's arrangements for managing the access of providers to students at the school for the purpose of giving them information about the provider's education or training offer. The provider access policy is available as a separate document. This complies with the school's legal obligations within the Skills and Post 16 Education Act 2022.

Student Entitlement

All students in years 8-13 are entitled to:

- Find out about technical education qualifications and apprenticeship opportunities, as part of a careers programme which provides information on the full range of education and training options available at each transition point
- Hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships – through options events, assemblies, group discussions and taster events
- Understand how to make applications for the full range of academic and technical courses
- In accordance with the updated legislation, we are committed to ensuring that KS3 students will be given access to two encounters with providers of technical education and apprenticeship and a further two encounters in KS4. These encounters are to be with different providers across the five years and are meaningful for the students

Management of provider access requests and Opportunities for Access:

A provider wishing to request access should contact Mrs L Simmelker at louise.simmelker@lct.education or by telephone on 01952 387300.

Several events, integrated into the school careers programme, will offer providers an opportunity to come into school to speak to students and/or their parents/carers. Please refer to the Careers Programme for current details or contact us to discuss other opportunities.

Equality and Opportunity Statement

We have a public sector duty to promote equality of opportunity, foster good relations across all people, eliminate harassment and discriminatory practices and support children with protected characteristics (2010 Equality Act). Please also refer to our Equality Policy. Equality, as well as being incorporated as a legal requirement, forms part of the ethos of the school and of the Careers department.

Statutory guidance – Careers guidance and access for education and training providers (2023)

The statutory career guidance duty (Education Careers Guidance in Schools Act 2022) requires schools to ensure that all students are provided with independent careers guidance from year 8 to year 11 which is presented in an impartial manner, provides information on the range of education or training options, including apprenticeships and other vocational pathways and is guidance that the person delivering the information will promote the best interests of the students to whom it is given.

Please also refer to the following policies which underpin the work of the Careers Department

- Behaviour for Success Policy
- Special Education Needs and Disability Policy
- Joint Disability, Equality and Accessibility plan
- Student Premium Policy
- Safeguarding Policy
- GDPR Policies
- Complaints Policy

11. Dissemination of the Careers Policy

The careers policy forms part of Ercall Wood Academy's overall strategy in the delivery of excellent education for all.

This policy is approved and supported by SLT, The Governing Body and the Learning Community Trust. All play an active role in supporting the careers department in its implementation and evaluation of the careers programme. The policy is regularly reviewed and developed to reflect feedback from all stakeholders. The Schools Student Council are invited to contribute their thoughts and ideas. All considerations will inform any changes required.

This policy will be available to view on the school's website within the policy section and the careers section. All stakeholders will be signed posted to view the careers policy via this route.

All information regarding the careers programme will be shared with all stakeholders through a variety of methods including:

- Information within the school newsletter

- Information displayed on notice boards
- Detailed information on the school's website
- Letters sent home advertising events and activities
- Information stands and careers staff available during parents evening and school events
- Through the school's social media accounts
- Through staff training sessions
- Within the Careers Hub
- On request

12. Date of Approval and Next Review

This document has been approved in September 2024 and will be reviewed annually

13. Further Linked Documents - Appendices

Glossary/Definitions of careers terms

Gatsby Benchmark Summary Grid

Appendix 1

Definitions

Careers Education - helps young people develop the knowledge and skills they need to make successful choices, manage transition in learning and move into work

Careers Guidance - enables young people to use the knowledge and skills they develop to make decisions about learning and work that are right for them

Careers Leader - the member of staff responsible for leading and coordinating the Careers curriculum in school

NEETS – a young person who is no longer in the education system and who is not working or being trained for work.

Gatsby Benchmarks

Gatsby Benchmark	Benchmark Descriptor	Ercall Wood Delivery
GB1 – Stable Careers Programme	Every school and college should have an embedded programme of career education and guidance that is known and understood by students, parents, teachers and employers.	<ul style="list-style-type: none"> - Careers Policy produced and submitted for approval April 2020 - Policy and Careers Delivery Programme shared with teachers, students and parents via Website - Careers Adviser Future Focus – New Senior Leader appointed as Careers Lead, January 2020 – New Head of Careers appointed January 2020 - Careers Delivery Programme evaluated and redeveloped March 2020 - Benchmarking of students experience and understanding of careers February 2020 - ongoing – feedback Review of careers programme Summer 2020 -Careers Parent survey Summer 2020
GB2 – Learning from Careers and Labour Market Information	Every student, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make the best use of available information.	<ul style="list-style-type: none"> - All students experience a range of activities through the EW Careers Delivery Programme throughout the academic year. - All students in Year 10 / 11 will have a one to one session with the Careers Advisor to identify and enrol on to post 16 provision – Education, Training or Employment. - All year groups along with parents can access the annual EW Careers Fair – Autumn Term EW SLT and teaching staff will utilise external data on local and national employment to inform and justify the curriculum offer at EW - EW Website has a section designated to Careers – Full details of our policy, delivery plan, contact details for

		<p>Careers Leads and Advisors plus links to a variety of resources are located here. These reference points will ensure that parents can support their child, % increase in exposure rates to Careers activities compared to 2017/18 % Reduction in EW NEET Rate compared to 2017/18 Broad and varied curriculum is developed and justified using the Local and National Data students can gain information to inform decision making and the school clarifies the Careers Delivery Programme at EW</p>
<p>GB3 – Addressing the needs of all students</p>	<p>Students have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each student. A school’s careers programme should embed equality and diversity considerations throughout</p>	<ul style="list-style-type: none"> - Targeted opportunities for careers / education - Progression via the Aspirare to HE programmes – specifically aimed at NCOP students but not exclusively - Target careers guidance for SEND students - Targeted additional careers guidance for Disadvantaged students
<p>GB4 – Linking Curriculum to careers</p>	<p>All teachers should link curriculum learning with careers. For example, STEM subject teachers should highlight the relevance of STEM subjects for a wide range of career pathways.</p>	<ul style="list-style-type: none"> - Staff training delivered to identify and inform curriculum delivery of careers opportunities - Curriculum exposes students to different career roles through video, case studies, external visits and visitors to the school - Staff develop an up-to-date knowledge of the latest careers that are relevant and linked to their curriculum area -Subject Content is applied to real life contexts that allows students to link the subject area with potential job roles - All enrichment activities being delivered to whole year cohorts will be linked to career opportunities and ideally involve presentations by a visiting employee.

<p>GB5 – Encounters with Employers and Employees</p>	<p>Every student should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment opportunities including visiting speakers, mentoring and enterprise schemes</p>	<ul style="list-style-type: none"> - Via the EW Careers Strategy Programme, all year groups have exposure to visiting companies, external people working in different job roles and trips out to see different job roles. - Careers Lab – Skills & Qualities session delivered to all years. A variety of Enterprise projects for all years. - Working with outside agencies to deliver projects
<p>GB6 – Experiences of Workplaces</p>	<p>Every student should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks</p>	<ul style="list-style-type: none"> - All Yr10 students to carry out WEX during Y10
<p>GB7 – Encounters with Further and Higher Education</p>	<p>All students should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace</p>	<ul style="list-style-type: none"> - Careers Advice programme via careers lessons exploring opportunities post 16. - Programme of Guest speakers during the year for all years. - Annual EW Careers Fair Autumn Term - Attendance of the Apprenticeship Show – Telford International Centre - World of Work event
<p>GB8 – Personal Guidance</p>	<p>Every student should have opportunities for guidance interviews with a Careers Adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all students but should be timed to meet their individual needs</p>	<p>Careers Guidance sessions with Future Focus Mr A Austin and Transition coordinator Miss P Shaw</p>