



Mo Mowlam
Academy

Horizons Specialist Academy Trust

Mo Mowlam Academy

**Policy for Careers Education, Information,
Advice and Guidance**

Introduction

Careers education and guidance programmes make a major contribution to prepare young people for adult life. At Mo Mowlam Academy we aim to inspire and motivate all students to achieve at their very best, encourage everyone to consider a wide range of careers and develop their aspirations. This will be carried out through impartial and independent information, advice and guidance for all students. Careers education and guidance will support and encourage students to fulfil their potential and effect a smooth transition to life beyond secondary school.

Statutory Requirements and Recommendations

The careers provision at Mo Mowlam Academy is in line with the statutory guidance developed by the Department for Education, which refers to Section 42A and 45A of the Education Act 1997. This states that all Secondary schools including special schools should provide independent careers guidance and that this guidance should be impartial; include information on a range of pathways, including university options or apprenticeships; be adapted to the needs to the student. In addition, the academy is compliant with the careers guidance that the government set out for delivery from 5 January 2018: 'Careers Guidance and Inspiration for young people in schools.' This states that all academies must give education and training providers the opportunity to talk to students about approved technical qualifications and apprenticeships.

Commitment.

The Academy is committed to working towards the eight Gatsby Benchmarks of Good Careers and Enterprise Provision

A stable career programme

Learning from career and labour market information

Addressing the needs of each pupil

Linking curriculum learning to careers

Encounters with employers and employees

Experiences of workplaces

Encounters with further and higher education

Personal guidance

Staff are committed to:

- preparing our student for Adult Life (PfA)
- inspiring students to achieve and to be ambitious

- working in conjunction with employers and external agencies so that no student is disadvantaged in gaining access to education, training or work.

Provision

The Academy has a careers programme that is designed to meet the needs of students with a wide range of SEMH needs.

Careers education and guidance will support and encourage students to fulfil their potential and effect a smooth transition to life beyond secondary school (higher/ further education, apprenticeships and the world of work).

Our Careers Programme will be delivered predominantly throughout the PHSE curriculum and as part of our Preparation for Adult Life Outcomes and Provision. There are also opportunities across the curriculum to develop transferable life and social skills that support careers, employability and enterprise.

Years 7-11 Careers education and guidance will give students access to information about career paths and the labour market, and opportunities to learn from employers.

Independent careers advice and guidance is available for students.

Appropriate curriculum links are made with skills in enterprise and employability.

Individual programmes reflect the short and long-term goals identified within the EHCP for students. During Year 9 pupils participate in their 14+ annual review which focuses on planning for adult life and further education and work-based opportunities.

The Academy have links through the Careers and Enterprise Company, Tees Valley Learning Provider Network, Foundation for Jobs, DWP Support for School, Tees Valley Careers and have an assigned Enterprise Adviser.

Where relevant and appropriate, students are given the opportunities to engage in work-based learning and experiences to support their interests and aspirations.

As part of an effective transition, the Academy actively encourages parents and learners to visit several suitable career options, higher education settings and other providers in order to support future decision making.

The Academy works in close liaison with the local authority SEN who provide personal guidance to students to help prepare them for post 16 placements.

Careers programme of study

	PfA Outcomes	Careers and skills for employability
Lower Primary	Pupils will have an awareness of 'growing up' and beginning to have some ideas of what they would 'like to be', when they are older. (PfA outcome 5-7 years)	Career of the week, discussions and activities during guided learning and/or assemblies Age appropriate careers library Class enterprise activity
Upper Primary	Pupils will understand and be able to talk about different careers and education options so that they are able to make choices about what they will do next. Child will begin to develop a profile of interests and aspirations in order to demonstrate individual strengths (PfA outcome 8-11- years) Career of the week, discussions and activities during guided learning and/or assemblies Age appropriate careers library Class enterprise activity Invite a visiting speaker into school or arrange a trip to a place of work at least once in the school year.	Career of the week, discussions and activities during guided learning and/or assemblies Age appropriate careers library Class enterprise activity Invite a visiting speaker into school or arrange to visit a place of work /employment at least once in the school year. Establishing ground rules, transition, friendship and personal targets
Transition to Secondary	Students will continue to develop a profile of interests and achievements in order to demonstrate individual strengths and skills. This will be used in accordance with careers sessions and guidance. (PfA outcome 11-16 years)	Princes Trust Course - developing skills and teamwork Enterprise Activities Outdoor Learning Residential Experience Establishing ground rules, transition, friendship and personal targets

<p>Year 9</p>	<p>Students will be able to think about subject option choices alongside longer-term career goals and will be able to choose subjects and course options to enable next steps in their chosen direction (PfA outcome 11-16 years)</p>	<p>Transition to 14-19 pathways</p> <p>Access to careers library</p> <p>Choices Course– Inspirational Speaker</p> <p>Partnership work with Northern School of Art and Design</p> <p>Vocational Placements /Visit Enterprise Activities</p> <p>STEM activities – cross curricular whole school project</p> <p>CEIAG Assemblies</p> <p>SEN Teesside University Careers Fair</p> <p>Employability - Learning styles and teamwork.</p>
<p>Year10</p>	<p>Students will be able to understand information relating to course options (GCSE, NVQ, Entry level qualifications, vocational options etc.) including the requirements for access to a range of HE options to enable realistic and informed choices YP will begin to think about and plan work experience/part-time opportunities to enable them to understand workplace demands and requirements and to gain early experience in areas of interest for future employment. (PfA outcome 11-16 years)</p>	<p>Access to careers library</p> <p>Vocational Placements /Visit</p> <p>Business understanding and enterprise activities</p> <p>In house – Work Experience (e.g. sports coaching and peer education)</p> <p>CEIAG Assemblies</p> <p>SEN Teesside University Careers Fair</p> <p>Employability -AQA certificate/Open Award Personal finance, understanding the function of money and</p>

		personal budgeting- (Financial Education Certificate) Apprenticeship Activities - Tees Valley Learning
Year 11	Students will have skills in CV writing and in applying for jobs or Higher Education Students will achieve steps toward academic and vocational qualifications. Students will build upon strengths and interests highlighted in personal/vocational profile. Students will understand supported employment options e.g. Access to work (PfA outcome 11-16 years)	Access to careers library Application sessions including mock interviews In house – Work experience (e.g. sports coaching and peer education) Regular College Lunch drop in CEIAG Assemblies Visit to Teesside University Careers Fair Visits to Askham Bryan, Middlesbrough College, Redcar College and Vocational training providers Apprenticeship Activities - Tees Valley Learning

Management

The leadership and management of Careers Education and Guidance is the responsibility of Mrs Watts, Assistant Headteacher. Designated staff deliver the Careers strand for PSHE and Enrichment.

Impartial and independent information, advice and guidance is given by the Outreach Manager – Career Guidance and Development –Level 6

A designated Governor will review the Careers programme and its delivery.

Resources

An area has been set aside within the Tuck Shop area with careers information for students of all year groups to access. This area is open to all students, at break, at lunchtime and during 1-1 interventions.

MONITORING, EVALUATION AND REVIEW

This policy will be reviewed annually as part of the whole-school self-assessment process. Parents are welcome to give feedback on any aspect of the CEIAG programme to Assistant Head Teacher with responsibility leadership and management of Careers Education and Guidance

Student voice activities are conducted with students from various year groups at least once a year.

Policy Adopted September 2019

Headteacher Rachel Glover

Review Date (annual) September 2021

Appendix 1

Careers Development Plan 2001 - 2002