

CAREERS EDUCATION INFORMATION POLICY

This policy is applicable to all students, staff, and parents of The Wellington Academy

DOCUMENT CONTROL

Responsible position:	Approved by:
Deputy Head - EMA	Headteacher
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RELATED POLICIES AND DOCUMENTS

Policy Name	Date Issued

REVISION RECORD

Date	Version	Revision Description
November 2020	2.0	Updated to reflect changes made

INTRODUCTION

One of our core values is to raise aspirations of our students. We strongly believe that every student has an aspiration, and it is our role to support and guide them on their journey. At the Academy, each year group has a focus topic, whether it is building on work related skills or informing them on Higher Education and Apprenticeship pathways. Throughout the year we have tailor made talks, trips to give to an insight into the world of work, on site Careers advisors, work experience in both Year 10 and Year 12 as well as support beyond Year 13 with the Momentum scheme. (See 6th form tab on our website for more information). In December 2017 the Department of Education introduced the Gatsby Benchmarks whereby setting out Careers Strategies based on 8 Benchmarks:

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 in workplaces
7. Encounters with further and higher education
8. Personal guidance

The Wellington Academy CEIAG programme is a comprehensive programme which will support every student with their future aspirations and is strongly linked with the 8 Benchmarks.

Rationale

- To raise aspirations of our students
- For every student to leave the academy on their chosen pathway
- For every student to have had some meaningful exposure to Higher Education, Apprenticeships and Employment
- For every student to understand the link between the curriculum and where it can take them

In house support

- Link Governor for Raising Aspirations and IAG
- SLT member: role for Raising Aspiration and Partnerships
- Year 7 – 13 Careers Advisor
- On site WIN advisor - 3 days a week

Outsourced support

- WON (Western Outreach Network) activities for Year 7 – 13
- Career pilot sessions for Year 10 – 13
- Strong links with Winchester, Bath and Bath Spa University
- Teach First Programme
- Unifrog

Careers Education, information, advice and guidance programme

- a) Throughout the year there are talks from employers, Universities, Apprenticeships, and academics. Students from Year 7 – 13 will be invited to these talks based on their aspirations.
- b) Work experience is compulsory in Year 10 and Year 12. Students in Year 10 are matched up with local employers for a five-day work experience. In Year 12 the students are to source the ten-day placement themselves. This gives them a more real-life experience.

- c) Wheeler Programme: 5 students from Year 9 are chosen by the academy to take part in the Wheeler Programme run by Wellington College. It is a 5-year programme (Year 9 – Year 13) to support students on achieving their goals and aspirations. It entails 2 sessions at the college each year plus a 1-week summer residential. This will then lead them onto the Momentum programme.
- d) Parent Future Pathway evening where outside speakers talk about the different pathways' students can follow as well as the labour market in the local and south west region.
- e) Curriculum time to be spent on careers and where the subject can take students. Employers are encouraged to come and talk to students during part of their curriculum e.g. Accountants in business studies lessons etc. Work qualifications such as Professional Catering have an amazing programme of visits and engagement with hotels and restaurants. They also cater for all the academy events as well as working with the Health and Social Care department in organising coffee mornings or lunch for the local care homes. Child Development students work with The Nest and Wellington Primary Academy.
- f) Every year there is a Careers fair for Year 9 – Year 13 with over 40 exhibitors from employers, universities, and apprenticeships.
- g) Curriculum areas are also setting up clubs for students to run related to careers e.g. Medical Society.
- h) The Careers department monitors and tracks students' aspirations and evaluates the usefulness of talks, trips and activities.
- i) The Wellington Academy uses the Compass Tool to monitor and highlight action points against the Gatsby Benchmarks.

Sub Curriculum:

The sub curriculum is delivered across all Key Stages through daily Tutor time and termly collapsed days. Each year group will have access to careers advice and education

Year 7: Term 5 – Living in the wider world - *Setting realistic targets and engaging in enterprise*

Year 8: – Living in the wider world - *Young people's rights in the workplace*

Year 9: Living in the wider world - *Knowing the options available to them at the end of KS3*

Year 10: Living in the Wider world - *Different types of employment and opportunities*

Year 11: Living in the wider world – *Managing money and budgeting to plan a successful future.*

The Year 11 SOL is supported by Barclays Life Skills and those resources are also used by KS5 to access their PSHE curriculum in this area.