

Montsaye Academy Careers Policy

1. Introduction

At Montsaye Academy we are committed to providing all students with high-quality careers education, information, advice, and guidance (CEIAG). Our aim is to ensure that students are well-prepared for the opportunities and challenges they will face as they transition from school to further education, training, and employment. We believe that careers education is an integral part of a student's personal development and academic achievement.

This policy outlines the principles, objectives, and framework for careers education and guidance at Montsaye Academy, ensuring that it aligns with national standards, including the Gatsby Benchmarks, and supports students in making informed choices about their future pathways.

2. Aims and Objectives

The primary aim of our Careers Policy is to help students develop the skills, knowledge, and attitudes needed to make successful transitions from school to the world of work, further study, or apprenticeships. The key objectives of this policy include:

- To provide students with a broad understanding of career pathways and how to navigate the changing world of work.
- To ensure students have access to relevant and up-to-date information on career opportunities and qualifications.
- To help students develop essential employability skills, including communication, teamwork, problem-solving, and leadership.
- To offer impartial careers guidance that supports students in making informed decisions about their future choices.
- To engage parents and carers in supporting their children's career planning and development.

3. Gatsby Benchmarks

Our careers programme is designed to meet the Gatsby Charitable Foundation's *Eight Gatsby Benchmarks for Good Career Guidance*, which provide a framework for ensuring that students receive high-quality careers education and guidance. The Gatsby Benchmarks include:

1. **A Stable Careers Programme:** We ensure that students have access to a comprehensive, stable careers programme, which is reviewed and evaluated annually to ensure its relevance and effectiveness.
2. **Learning from Career and Labour Market Information:** We provide students with up-to-date information on local and national job markets, as well as opportunities for

further study, apprenticeships, and employment. We use a range of resources to help students understand the opportunities available to them in various sectors.

3. **Addressing the Needs of Each Student:** We ensure that careers education and guidance is tailored to meet the needs of every student, considering their individual aspirations, abilities, and personal circumstances. This includes providing support for students with additional needs and those from disadvantaged backgrounds.
4. **Linking Curriculum Learning to Careers:** We embed career-related learning into the curriculum, ensuring that students understand how the skills and knowledge they acquire in different subjects are relevant to various career pathways. Teachers are supported in linking careers to their subject areas and providing career-related examples and insights.
5. **Encounters with Employers and Employees:** We offer students opportunities to interact with employers and employees through guest speakers, work-related learning, workplace visits, and virtual employer encounters. These activities provide students with insight into the realities of different industries and roles.
6. **Experiences of Workplaces:** All students will have opportunities for work experience or other workplace-based learning activities, helping them gain first-hand experience of the world of work and understand its expectations.
7. **Encounters with Further and Higher Education:** We encourage students to explore post-16 and post-18 options, including further and higher education. This includes visits to universities, colleges, and apprenticeships fairs, as well as talks from alumni and representatives from further education institutions.
8. **Personal Guidance:** Every student has access to impartial, one-on-one careers guidance from a Level 6 qualified careers advisor. This support helps students make informed decisions about their future pathways and provides personalised advice on choosing post-16 options, including careers, apprenticeships, and further education routes.

4. Support from The Careers & Enterprise Company

At Montsaye Academy, we work closely with The Careers & Enterprise Company, which provides valuable resources and support to help strengthen our careers programme. As part of the national *Careers Hub* network, we benefit from a range of services designed to improve the quality of career guidance and support for our students. These include:

- **Access to Careers Advisors and Enterprise Coordinators:** The Careers & Enterprise Company connects us with skilled advisors and coordinators who support our efforts in delivering high-quality careers education and provide expert advice on best practices.
- **Enterprise Adviser Network:** We engage with local employers and business leaders through the Enterprise Adviser Network, which brings together senior business professionals with schools to help shape career education and ensure that it meets the needs of the labour market.
- **Support for Work Experience and Employer Engagement:** The Careers & Enterprise Company provides resources and guidance to facilitate employer interactions and

work experience placements for students, ensuring they gain exposure to a variety of industries and professions.

- **Professional Development Opportunities for Staff:** We take advantage of the training and resources offered by The Careers & Enterprise Company to ensure that our staff stay informed of the latest developments in career education and guidance, helping them to deliver the most up-to-date and effective support for students.
- **Evaluation and Impact Tools:** The Careers & Enterprise Company provides tools to help us monitor the effectiveness of our careers programme, assess student outcomes, and identify areas for improvement.

5. Roles and Responsibilities

- **Senior Leadership in Careers:** The S.L designator will ensure that the Careers Policy is implemented and that adequate resources are provided for the careers education programme.
- **Careers Leader:** The Careers Leader will oversee the development, delivery, and monitoring of the careers programme, ensuring that it meets the Gatsby Benchmarks and addresses the specific needs of our students.
- **Teachers:** Subject teachers will link career relevance to their subject areas, highlighting how their lessons relate to different professions and future opportunities.
- **Careers Advisor:** The Careers Advisor will provide individual careers guidance, support students with post-16 planning, and deliver workshops and group sessions on career exploration.
- **Parents and Carers:** Parents and carers will be involved in the careers process, and their engagement will be encouraged through regular communication, workshops, and events such as parents' evenings.
- **Governors:** The governing body will ensure the provision of adequate resources for careers education and monitor the effectiveness of the careers programme.

6. Equal Opportunities

We are committed to providing all students, regardless of gender, background, disability, or other personal characteristics, with equal access to high-quality careers education and guidance. We will ensure that no student is disadvantaged in accessing opportunities and that all students receive tailored support to meet their individual needs and aspirations.

7. Evaluation and Monitoring

The effectiveness of the careers programme will be regularly evaluated against the Gatsby Benchmarks, through:

- Feedback from students, parents, and staff.
- Tracking student outcomes, including post-16 destinations and career progression.
- Regular reviews of the careers provision and its alignment with national guidelines and best practice.
- Annual reporting to the governing body on the impact of careers education and guidance.

- Regular monitoring and tracking from The Careers Enterprise Company through the Compass + tool.

We will make any necessary adjustments based on the findings of these evaluations to ensure continuous improvement of the careers programme.

8. Conclusion

At Montsaye Academy, we believe that preparing students for their future careers is a vital part of their education. By delivering a robust careers education programme that meets the Gatsby Benchmarks, providing expert guidance, and creating opportunities for real-world engagement, we aim to ensure that every student leaves school with the knowledge, skills, and confidence to make successful career decisions and thrive in their chosen path.
