



Lionheart Academies Trust  
Careers Education and Guidance Policy

2017-19

Date	Detail
Sept 2017	Original, based on Beauchamp College Policy
Approved by	Trustee, Lionheart Academies Trust

## **Careers Education and Guidance Policy**

### **Vision and purpose**

Promoting a career development culture is an essential part of the mission and ethos of our Trust. We aim to support the aspirations of all our learners and to ensure that they gain the understanding, skills and experience they need to make progress and succeed in learning and work. We believe that effective careers education, information and guidance not only contributes to the well-being of individuals but also to the wellbeing of their families, the communities to which they belong, to the wider society, businesses and the economy.

### **National and local expectations**

We are committed to meeting national and local expectations in relation to careers by:

- securing independent and impartial careers guidance for Y7-13 as required by the 2011 Education Act. In implementing this duty, we will pay regard to the Career Development Institute's principles of good practice and Ofsted's inspection criteria for evaluating careers provision in schools (August 2016)
- fulfilling our duties under the Equality Act 2010 to promote equality of opportunity, foster good relations across all people, eliminate harassment and discriminatory practices and support children with protected characteristics.

### **Current priorities**

Our careers strategy is informed by these current priorities:

- providing advice and guidance to help students to make informed choices about which courses suit their academic needs and aspirations and to ensure they are sufficiently prepared for the next stage of their education or training
- supporting individual aspirations, improving attainment and ensuring positive destinations
- meeting the needs of specific groups including looked after children, young carers, children from economically-deprived backgrounds and children with special educational needs and disabilities
- developing learners' career management skills, especially those associated with career adaptability, resilience, global competency, enterprise and employability
- improving young people's working lives by helping them to identify the values that are important to them such as contributing to the wellbeing of others through their paid and voluntary work and working in greener ways
- developing the use of digital technologies, (such as UCAS Progress, UCAS, KUDOS etc.) to meet young people's career development needs in conjunction with face-to-face support
- working with parents/carers, alumni and education, community and business partners to meet students' career development needs by providing events such as a Career's Forum, Careers Insight talks etc.

## **Strategy**

To achieve the objectives of this policy, we will:

- ensure that the governing body is actively involved in shaping careers policy and strategy through its committee structure
- identify a senior member of staff to advise the senior leadership team and governors on curriculum, staffing and resource requirements; and to lead the development, implementation and evaluation of the Trust's careers provision with the support of other key post holders (e.g. SENCO, Head of Sixth) and specialist careers staff
- develop and maintain a costed annual careers plan (within each school's development plan) for achieving current priorities including delivering the planned programme, meeting staffing and CPD costs, and monitoring, reviewing and evaluating the strategy
- commission independent careers guidance services from individuals/organisations that meet the standards set by the Quality in Careers Standard
- set out clearly the contribution expected of all staff including subject teachers and tutors for students' career learning and planning
- communicate the benefits of effective provision to our partners, including link schools, and engage them in co-ordinating provision
- actively involve learners themselves in the planning, delivery and evaluation of the careers programme through an annual programme of student voice.

## **Review**

This policy will be reviewed by the Trust Board every two years.

## **Related documents**

Annual careers plan for Cedars Academy and Beauchamp College.