



KNBS Careers Education, Information and Guidance Policy

Vision and purpose

Promoting a career development culture is an essential part of the mission and ethos of our school. 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 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, 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 Y8-13 as required by the 2011 Education Act. In implementing this duty we will pay particular regard to the DfE's principles of good practice (Section 10 of the statutory guidance, March 2015) and Ofsted's inspection criteria for evaluating careers provision in schools (September 2015)
- 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:

- 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, enterprise and employability.
- Improving young people's working lives by helping them to identify the British 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 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.

Strategy

To achieve the objectives of this policy, we will:

- Ensure that the governing body regularly reviews the 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 school's careers provision with the support of other key post holders (e.g. SENCO liaison member, Sixth Form staff) and specialist careers staff.
- Identify a designated member of staff to manage the day-to-day running of the careers programme.
- Develop and maintain an annual careers 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 and assess its effectiveness through an annual questionnaire.

Review: Yearly

Next review: March 2017

Signed:

Related documents

CEIAG improvement plan 2016 RE: Strategy

CEIAG Calendar 2016/17

CEIAG Audit 2015

<http://www.kingsnortonboys.bham.sch.uk/en/students/y10-workexperience>

March 2016