**Stony Dean School Careers Strategy**

**Careers Coordinator: Mr James Allen**

**Link SLT: Mr Neil Strain**

**Link Governor: Mr Clive Morgan**

**Review Date: 15 July 2020**

**Introduction:**

This Careers Strategy has been developed to incorporate the aims of the school and recent initiatives in careers education, including the eight Gatsby Benchmarks mentioned in our Careers Programme. The planned programme of study helps our students to understand their interests, strengths and weaknesses in relation to the work of work and lifelong education. Students also learn about different careers and opportunities for training, apprenticeships, supported internships and volunteering.

**Aims:**

The focus of this Careers Strategy is on raising aspirations and equipping students with knowledge and understanding, skills and attitudes as a foundation for managing their lifelong career and learning, along with encouraging independence and communication skills.

**Links with other Policies**

This policy is underpinned by the school’s Careers Programme, and the School Development Plan.

**Roles and Responsibilities**

All staff contribute to the Careers Programme through their varied roles as tutors, subject teachers or members of the support staff team. Employability is a key factor in the School Development Plan. Curriculum areas have their own action plans which are linked to employability which in turn are linked to the School Development Plan, and this is reviewed annually. Employability, independence and work place visits are embedded throughout the whole school, and this is supported by the fact that each middle leader has a one to one meeting with the headteacher each year to ensure they have an understanding of all the strategic plans and all the plans are connected.

The School Development Plan focusses on three strands:

* Communication and interaction
* Employability
* Independence

The Employability strand is supported by this Careers Strategy and the Careers Programme.

**Curriculum**

The Careers Coordinator manages the Careers Programme and is directly responsible to the headteacher and the governors of the school. Careers education and guidance comprises three components:

* Employability
* Independence
* Work visits

The programme includes:

* Specific work-related learning lessons
* Careers guidance (individual planning and interviews, information and research activities)
* Adviza 121 careers guidance interviews with Y13s
* Action planning and recording achievements – Classroom Monitor is used throughout the student’s school journey, and all activities and information are included on their annual reviews.
* Raising aspirations activities.
* Vocational taster sessions.
* College visits where appropriate.
* Supported internships.
* Extended work placements and volunteering.
* When students leave school, they all have a profile page including their destination and data from Y7 to their current data. This presents a snapshot of their progression and journey over the years.
* Engagement with the Careers and Enterprise Company delivered by the Bucks Skills Hub, including the provision of an Enterprise Adviser to help connect business with education.

**Work Experience**

The Careers Programme gives a breakdown by year group of how work experience and experiences of the workplace are facilitated.

Employability and work experience are embedded in everything we do, as our goal is that all students should be able to make a positive contribution to society, regardless of ability.

**Monitoring, Review and Evaluation**

Evaluations are carried out at the time of annual reviews, when parent carers, teaching staff and the young person are all together and able to discuss any issues.

**Employers**

Partnerships have been established with Buckinghamshire Council, local employers who provide work experience placements, Bucks Business First and the Careers and Enterprise Company. Significant employer partnerships include;

* The Entertainer
* Amersham Town Council
* Waitrose
* Sainsburys

We are keen to work with employers who can pass on the benefit of their skills, experience and expertise. Our careers events require volunteers for everything from session facilitators to speakers, interviewers and stall holders at our careers fair.

If you would like to find out more, or to volunteer for an event please contact the careers coordinator.

**Resources**

Funding for careers education is allocated in the annual budget in the context of whole school priorities. Our careers coordinator is a full-time post with additional responsibilities across the school, and we have recently employed the services of Adviza for one to one career guidance for KS5.

**Staff Development**

Staff training needs are identified on an as-and-when basis and staff are encouraged to pursue CPD as required.

**Parent carers**

Parents play an integral part in pupils’ understanding of career choices and are encouraged to attend a range of career events including parents’ evenings, transition reviews, option choice, work experience and EHC plans. Parent carers are also encouraged to feedback to the school by answering ad-hoc surveys.

We have also employed the services of Adviza to provide parent and student workshops for Y11.

**Governors**

The schools’ governors have demonstrated their commitment to careers education and guidance by their appointment of a link governor.

This policy will be reviewed biennially.

Date of Approval: 7/9/20

Signatures: Head Teacher: N Strain…………………………………………………………………………………………………

Link Governor: C Morgans ……………………………………………………………………………………………………………………

Link SLT: N Strain ……………………………………………………………………………………………………………………………..

Careers Coordinator: J Allen………………………………………………………………………………………………………….