



# DEVONPORT HIGH SCHOOL FOR GIRLS

## CAREERS EDUCATION POLICY

Named person: Edward Lamb

Category: Statutory

Review: Bi-Annually or When there are significant changes

Date to be reviewed: Spring 2024

**This policy has been reviewed with regard to the work/life balance of staff.**

Ratified at the Governors' meeting on: 14/11/2022

## **Careers Education, Advice and Guidance Policy**

### **Rationale**

Careers education has a central role in our curriculum preparing our students for the opportunities and challenges of 21<sup>st</sup> century society. At DHSG we try to instil a culture of individual care and high aspirations which permeates our whole curriculum of which careers is a vital strand. We prepare our students for the challenges of the 21<sup>st</sup> century world by focussing on skills, independent advice and guidance and an acute awareness of labour markets and global forces to inform decisions our students make.

Over the course of our students' curriculum journey, we will develop the following skills and attributes:

- Aspiration – where students acquire not only the ability to aim high, but also the logistical mind-set of how to get there.
- An understanding of all possible future career routes, using research from a variety of research-based tools such as Unifrog, and to instil a determination for learning that will help give currency to skills needed for career choices.
- Interaction with professionals and the labour market - an understanding of the labour market in local, regional and national areas with an understanding of skills and knowledge needed, and how this may evolve into future skills sets and knowledge bases.
- An enquiring mind and hunger for knowledge, where students are given the best impartial and independent careers advice and guidance, and to focus on transferable skills to prepare all students for challenges of 21<sup>st</sup> century world.

### **Aims**

Careers Education should foster and grow:

- aspiration and logistical mind-set
- an awareness of labour market opportunities
- a focus on key skills that employers'/learning providers are seeking
- knowledge of career routes and the opportunities available
- opportunities to develop professional competencies (for example as outlined on Unifrog or other platforms)
- an appreciation of social, political and economic global forces
- an increased awareness of all aspects of equal opportunities
- knowledge of careers resources, and full utilisation of career planning through platforms such as UCAS and Unifrog.
- an ability to make an impartial judgement using all available advice and guidance

### **Implementation**

Careers Education Lead – Mr E Lamb is responsible for:

- Annual Careers Strategy Review which will be discussed with student focus groups
- The implementation of the Gatsby Benchmarks
- With the Senior Head of House – Dr D Parry, a careers programme of study from Key Stages 3-5 including the contribution of individual subject departments.
- Review of Careers provision with The Careers and Enterprise Company through Compass + reviews

- With the Senior Head of House – Dr D Parry, the provision of individual and independent advice and guidance including with external agencies such as Careers South West, local F.E. colleges and universities and independent training providers in line with the Baker Clause. (See compliance statement on website)
- Liaison with alumni and parents and other areas of expertise in the school community.

### **Delivery**

The programme is delivered through:

- events such as Enterprise/Insight Days, Higher Education Fairs and seminars, visits (including subject-specific activities), specialist speakers drawn from alumni and parent groups and other school partners.
- A weekly Tutor time slot in lower school
- A weekly Careers slot in the Year 12 timetable
- Links with Careers South West to support individual targeted guidance.
- Work Experience Placements in Years 10 and 12.
- Links made within subject teaching to widen understanding of careers and work.
- Inculcation of Unifrog activities, competencies and personal profiles into the Pastoral and Careers Curriculum.

### **Quality Assurance**

The Careers curriculum will be reviewed on a regular basis (around 2-3 times per academic year) and measured against the Gatsby Benchmarks. The review will take into account the Compass Tool and the Careers Hub coordinator. This Policy will also be reviewed on an annual basis by Mr E Lamb and at every review, will be approved by the Head Teacher.