

The Lloyd Williamson Schools

Careers Policy

2020-2021

Aims:

We encourage students to consider a wide range of sixth form and tertiary education options and career paths. Our students aspire to high achievement and fulfilling futures while challenging stereotypes. Through careers education, information, advice and guidance, students will be encouraged to

make the most of their talents and to go on to jobs or courses which suit their needs and intelligence. In particular, we intend our students to:

- Develop a broad understanding of the world of work and an ability to respond to changing opportunities
- Develop independent research skills so that they can make good use of information and guidance
- Develop and use their self-knowledge when thinking about and making choices, learning how to set goals and achieve them.
- Develop their understanding of employability skills and how to enhance these as individuals
- Develop the skills they need to review achievements, plan future actions, make decisions, present themselves well and cope with change and transition.

The process of making career decisions can take time and that many of our students will make their final choices only after leaving LWS. We ensure that they have made decisions at GCSE level which will not compromise their choices in the future.

Commitments

The co-principals and the careers advisor are committed to:

- Providing resources and advice to enable students to understand and develop career choices and to ensure that careers education is seen as part of the overall curriculum from year 7 – 11
- Encouraging students to achieve and to be ambitious
- Involving students, parents and carers in the further development of careers opportunities
- Recognising that there are many career paths and further training, which including apprenticeships and universities

Careers education helps our students develop the knowledge and skills they need to make successful choices, manage transitions in learning and move into work. They develop resilience, self-esteem and self-knowledge which prepares them for an ever-changing world. Through guidance students are able to use their skills to make decisions about learning and work that are right for them. Progress in students' self-development and understanding of careers is regularly monitored through mentoring sessions.

Careers Education is delivered through Careers' Week (in March each year), PSHE lessons and through one to one mentoring for years 9 and above. The focus is upon coaching and goal setting so that pupils understand themselves and the influences on them.

They learn to:

make and adjust plans
to manage change and transition
investigate opportunities in learning and work

In addition we organise:

- Careers week – visitors come to school to deliver a talk followed by a question and answer session on their careers. In 2020, we welcomed a specialist nurse, a civil engineer and an entrepreneur.
- During lockdown, careers talks are delivered at least once a week
- Practice interviews for students in years 6 and above
- Work experience for Year 10 students
- Access to careers websites in school and at home during lockdown, such as <https://www.thecareerproject.org/start/schools/> and <https://nationalcareers.service.gov.uk/explore-careers>
- Access to printed careers publications
- Help with how to write personal statements and CVs

Individual careers guidance and mentoring takes place on a one to one basis and is delivered by the careers advisor, who always takes their passions and interests into account. This guidance is supported by the careers enrichment work from class tutors. All staff are encouraged to support careers guidance by promoting their subject, sharing different pathways to future careers and raising students' aspirations.

We promote equal opportunities and use every opportunity to challenge stereotypes and to raise aspirations. Lessons about stereotypes in employment are taught and we monitor careers resources regularly to ensure that they encourage both boys and girls and students from minority ethnic groups to enter different careers. Visiting speakers reflect a diversity of backgrounds.

Monitoring, evaluation and review

The careers programme is monitored regularly and amended after an annual review. Students and parents' opinions are actively sought. Careers education is conducted in accordance with the school's equal opportunities and diversity policy and other relevant policies. Careers education is an integral part of the whole school curriculum.

Updated January 2021