



Parmiter's School

Policy for Careers & Enterprise Education, Guidance and Advice

RATIONALE

The Careers & Enterprise Education, Guidance and Advice programmes prepare young people for the opportunities, responsibilities and experiences of life and to plan and manage their careers effectively, ensuring progression which is ambitious and aspirational. It promotes equality, celebrates diversity and challenges stereotypes. It is designed to meet the Gatsby benchmarks and conforms to statutory requirements.

COMMITMENT

Parmiter's is committed to providing all students in Years 7 to 13 with a careers programme which is embedded into the curriculum and includes a variety of enrichment activities. The programme has been developed in line with the eight Gatsby benchmarks for ensuring best practice and to meet the requirements of the Department for Education's statutory guidance 2018 (updated January 2023).

The Gatsby Benchmarks

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each student
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experience of work places
7. Encounters with further and higher education
8. Personal guidance

AIM

We aim to support students to make realistic and informed decisions about their future, by raising aspirations and providing impartial and independent information and guidance.

OBJECTIVES

To ensure that students:

- fulfil their potential and to make successful transitions at Key Stages 3, 4 and 5.
- have the knowledge, information and skills to make informed choices about school, college, university, apprenticeships and the world of work
- have a number of interactions with a range of employers during their time at school, which offer them exposure to the world of work and develop transferable skills.
- have access to a range of current and appropriate careers information including online resources.
- benefit from links fostered between the school, local businesses and further education establishments

- have the opportunity to have an interview with a qualified and impartial careers advisor to discuss their career ideas and choices.
- experience a culture of high aspirations, equality of opportunity, in which diversity is celebrated and stereotypes are challenged
- are ambitious and enterprising in their choice of career, developing the skills and attitudes necessary for success in adult and working life.

PROVISION & IMPLEMENTATION

Careers provision is mapped against the Gatsby benchmarks. Careers & Enterprise Education is delivered through the Personal Development Programme.

The Careers Strategy Provider Assess Statement outlines the provision from Year 7 to Year 13.

ROLES AND RESPONSIBILITIES

All staff contribute to the implementation of this policy through their role as tutors and as subject specialists. Subject specialists embed careers into their subject area. A range of connections between Higher education providers and employers are forged and developed to support the curriculum through KS3 to 5.

CAREERS TEAM

Careers Advisor	-	Mrs Jo Zanetti
Heads of Sixth Form	-	Mrs Wendy Rowland & Mr Alex Porter
Services for Young People	-	Ms Sam Wignall
Head of Humanities Faculty	-	Mr Alex Carter
SLT Line Manager	-	Mr Tim Henson

Key personnel have received INSET and continue to seek appropriate courses to ensure the most up-to-date information and training.

MONITORING, RECORDING AND EVALUATION

- The 8 Gatsby benchmarks are used to audit careers provision and guidance.
- The programme is reviewed annually by the Careers Advisor and the SLT line manager and is connected to the school development plan. There are bi-weekly line management meetings throughout the year.
- The content of any careers interview with the Careers Advisor (Level 6 qualified) is emailed directly to parents with the consent of the student.
- The Careers & Enterprise Education provision in Years 7 to 13 is reviewed annually with feedback from all stakeholders.
- Post 18 destinations are posted on the school website.

CAREERS AND SEND & DISABILITY PROVISION

Every student with SEND follows the same programme of careers as their peers, with adaptation and support from the SEND team where appropriate.

The SENCO meets with parents/carers to discuss option suitability where individual need is likely to have an impact on choices made during the options process in Year 9 and Year 11. The SENCO supports work experience placements, ensuring that providers are aware of individual needs, in order to promote a positive experience.

ENTITLEMENT

Please see the Policy Statement for Provider Access which outlines student and parent/carers entitlement.

PARTNERSHIPS

The policy recognises the range of partners who support the CEIAG programme including:

- Services for Young People (Herts)
- Liaison with post 16 providers and higher and further education institutions
- Employers, training and apprenticeship providers
- Parents and carers
- Alumni

POLICY STATEMENT FOR PROVIDER ACCESS

- Please see separate document.