



# Springwell Leeds

## **Careers and Guidance Policy 2023 - 26**

<b>Version</b>	3	<b>Review Cycle</b>	3 Years
<b>Date of Approval</b>	1/9/23	<b>Approval Level</b>	Governor



**WELLSPRING**

We Make A Difference

## **Introduction**

Springwell Leeds strives to provide all learners with the skills, knowledge, attitude and attributes required for successful adult life in 21st Century Britain. Our policy is underpinned by Sections 42A and 45A of the Education Act 1997 and has due regard to the DfE's statutory guidance 'Careers guidance and access for education and training providers', which was last updated on 16<sup>th</sup> October 2018. This policy also has due regard to other legislation and statutory guidance, including, but not limited to, the following:

- DfE 'Careers guidance and access for education and training providers' 2018
- Education Act 1997
- Education and Skills Act 2008
- Apprenticeships, Skills, Children and Learning Act 2009
- Equality Act 2010 · Children and Families Act 2014
- Technical and Further Education Act 2017
- Careers strategy: making the most of everyone's skills and talents (2017)

At Springwell Leeds we work with the local authority via Targeted Information Advice and Guidance (TIAG) and external providers to support all pupils in meeting the eight Gatsby benchmarks.

## **Pupil Needs**

Careers education at Springwell Leeds is embedded into the school curriculum linked to the theme of preparation for adulthood. The curriculum aims to raise the aspirations of all pupils whilst being tailored to individual needs. To ensure the programme is up-to-date and appropriate, the school undertakes the following:

- Prohibits all forms of stereotyping to ensure pupils can consider the widest possible range of careers
- Offers personalised guidance based on the needs and aspirations of individual pupils
- Works with pupils and their families to help them understand the range of options available to them and provide information about the ways employees with SEND are supported in the workplace
- Builds partnerships with businesses and other employers, employment services and organisations
- Accesses the SEND local offer and ensure annual reviews are informed by good careers guidance
- Works with the LA to identify pupils who need targeted support of those who are at risk of not participating in post 16 pathways
- Shares details of any funds available for those with a financial hardship
- Engages with the designated teacher for children who have been looked after to ensure that any personal education plans can inform careers advice and vice versa

## **The Governing Body**

Springwell Leeds and its governing body is responsible for ensuring that all registered pupils at the school are provided with independent careers guidance from Year 9 to year 11 and that guidance about education, training, apprenticeships and technical education routes is presented in an impartial manner which does not discriminate on any grounds. Governors monitor the application of the policy in order to ensure that there is a clear strategy for careers education and guidance which meets the school's legal requirements and the need to handle complaints in line with the school's Complaints Policy.

## **The Careers Leaders**

The Careers Leaders are responsible for liaising with the Principal, the Careers Adviser, the SENCO and other relevant staff to implement and maintain effective careers guidance. The Careers Leader liaises with the local authority, SEND Careers Hub, develops links with further education colleges, universities, apprenticeship providers and employers to champion our pupils and celebrate their skills and abilities.

## **Teaching Staff**

Teaching staff are responsible for creating a learning environment that allows and encourages pupils to tackle real life challenges, manage risks and develop skills that can be applied to the workplace and ensuring that careers education is planned into their lessons. The school works to encompass careers education and guidance into subjects across the curriculum. All teachers are asked to support the career development of young people in their role and through their teaching. The school ensures that every pupil is exposed to the world of work through the curriculum including practical based learning and experiences. The school engages with local employers, businesses and professional networks, inviting visiting speakers, particularly alumni with whom pupils can relate. We enhance the curriculum surrounding careers by:

- Careers events such as careers talks, careers carousels and careers fairs
- Transitions skills workshops such as CV workshops and mock interviews
- Employer delivered employability workshops
- Enterprise learning opportunities

The curriculum includes career guidance activities, work related learning and enterprise projects. In addition, personalised support is devised for individual pupils requiring tailored support e.g. independent travel training and college familiarisation visits. At Key stage 4 pupils are encouraged to participate in work experience and, where appropriate, long term work placements. Where external work experience is not available, we will endeavour to find appropriate opportunities within the functions of the school. Specific details about the careers programme can be found on our website.

## **Assessment and Monitoring**

The impact of the careers programme will be assessed through the use of development tracking, the outcome of work experience placements, the views of our young people and their families and the analysis of NEET data over time.

## **Review and Evaluation**

The governing body in conjunction with the Principal and Careers Leaders will review this policy on a bi-annual basis, considering the success of supporting pupils in accessing post-16 education and training.

The next review of assessment and monitoring will be September 2024.

## Appendix

**Providers who have been in contact with Springwell Leeds pupils including trips/visits to date include:**

- Leeds City College
- Leeds College of Building
- NACRO
- Aspire
- Bam Nuttall Construction Company
- Bradford College
- Aspire Igen
- Forging Futures Campus Kirkstall
- The Armed Forces
- Leeds United Foundation
- Independent Careers Advisors
- YES Project
- Bumpy