



Careers Policy

ESNE 38

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Careers Programme and Policy- King Edwin School

All young people need a planned program of activities throughout their school years to equip them to make choices that are right for them and to be able to manage their careers or next stages throughout their lives. At King Edwin School we aim to equip our students with the knowledge, skills, and attributes to make the most of changing opportunities in learning and work, and to help them identify appropriate strategies and coping skills for their post 16 placement.

It is important that students are helped to make informed decisions about the relevant pathways to support their longer-term plans. We have a planned program in Key Stage 3 and Key Stage 4 and are working towards the Gatsby Benchmarks with reference to the DfE's 'Careers guidance and access for education and training providers Statutory guidance for schools and guidance for further education colleges and sixth form colleges' (this guidance was updated in January 2023 for secondary schools to stipulate that- schools must provide a minimum of 6 encounters with technical education or training providers to all pupils in years 8 to 13.). We also work to ensure that a young person's Education, Health and Care plan is one which will support their future and realistic aspirations, and work with our young people, families and post 16 providers (such as colleges or apprenticeship providers) to ensure that all are prepared for their next steps.



Middlesbrough College attending to provide a small group career session.

We strive to provide a varied and personalised careers education and support programme to our students and give impartial information, advice and guidance. We have professionally qualified careers staff attending our school to support our secondary students.

School Careers Programme

We aim to enable our students to develop the personal skills to become effective and independent citizens, who can make informed and realistic decisions in preparation for moving on to their next steps whether that be post 16 study, training or supported employment. We hold a number of careers events in school over the course of the academic year. Last year (2023-2024) there were 3 Careers fairs as well as other events in which different providers visited school to discuss next steps with the students.

Careers preparations are done in the following ways:

- Understanding yourself/Self-Development/self-confidence development
- Career Research and Exploration
- Life Skills/Employability Skills
- Enterprise Skills
 - Encouraging students to develop an understanding of themselves.
 - Instilling an ethos of resilience and self- determination as a learner
 - Learning about careers and the world of work
 - Making the most of career's information, advice and guidance
 - Learning how to make and adjust plans to manage change and transition.
 - Developing basic employability skills including showing initiative and enterprise
 - Handling the application and selection process
 - Developing an awareness of personal financial capability

Careers Education and Work-Related Learning is delivered through discrete careers lessons, tutor time, Duke of Edinburgh sessions, PSHE/citizenship sessions, circle time, discussed during 6 weekly reports and during reviews, and supported during and planned events in and out of school. Each year group from Y7 to Y11 has planned activities. Parents are also welcomed into the process.

Each young person's tutor will regularly discuss their career aspirations with them and the links between progress in school and their pathways into future education and employment.

Key Stage3

Students in Y7, 8 and 9 attend a variety of subject taster sessions in school during the school 'Options' offer. This can be as short as a half term or can run throughout the year. Students also participate in a variety of in school and external activities and events throughout Key Stage3 to explore careers in a variety of sectors.

Below are examples of our KS3 activities:

- Vocational taster days (local colleges)
- University taster days (local university)
- Weekly Duke of Edinburgh days (employability skills development days)
- Skills events.



Y9 student attending Skills event.

Key Stage 4

Students participate in a variety of in school and external activities, assemblies and events in key Stage 4 to support their career ideas and exploration. All students are offered a one-to-one careers guidance meeting with an external impartial careers guidance colleague and advisors from the young person's local authority SEN team attend their reviews in years 9 and 11 to ensure this impartial guidance is supportive and effective.

Below are some of our KS4 activities:

- College Taster Days
- Employers and Skills Fair
- Mock Interviews
- Supported college open evenings attendance
- Supported college interview (individual)
- Enterprise project
- Discrete careers sessions
- Employers and Skills Fair
- Travel training
- Supported experience placement



Y10 students attending SRC college open evening.

Key Stage 5

In exceptional circumstances some young people may attend King Edwin in Key Stage 5 for one year. This may be due to their joining King Edwin during or at the end of Y11 (in which case their provision may be based around KS4) or due to their requiring additional support to move into post 16 provision. KS5 provision will be flexible and centred on preparation for next steps including joint attendance at a next steps provider and at King Edwin or focused life skills and careers work in preparation for next steps provision.

After King Edwin

King Edwin school works with the local Youth Direction service to monitor our students in their next steps, for a period of 3 years. Additionally, school remains in contact with our students for a period of one year (longer if the student requires) to provide any further support in remaining in learning / placement post 16.

Review of the Programme and Policy

King Edwin careers leads meet with Tees Valley Careers leads regularly to update the school rating on the Compass tracker - the tool which measures the compliance against the Gatsby benchmarks.

The careers programme will be reviewed every 3 years in consultation with parents and carers, students, teaching and support staff, Youth Direction, SEN staff and employers in line with the developments planned to meet the Gatsby Benchmarks. The date of the next 3-year review is Summer 2025.

Linked Policies/documentation

Personal tutor guidance
Post 16 transitions policy
Compass benchmark termly report.