**St. Mary’s Middle School**

**Careers Policy**

**Rationale**

Careers education and guidance programmes make a major contribution to preparing young people for the opportunities, responsibilities and experiences of life. A planned programme of activities supports them in beginning to consider pathways that suit their interests and abilities and help them to follow a career path and sustain employability throughout their working lives.

We are committed to providing our students with a programme of careers education, information, advice and guidance through years 7 and 8 and fully support the statutory requirement for a programme of careers education.

**Aims**

* to contribute to strategies for raising achievement, especially by increasing motivation
* to support inclusion, challenge stereotyping and promote equality of opportunity
* to encourage participation in continued learning including higher education and further education
* to develop enterprise and employment skills
* to contribute to the economic prosperity of individuals and communities
* to meet the needs of all our students through appropriate differentiation
* to focus students on their future aspirations
* to involve parents and carers

**Links with other policies**

This policy supports and is underpinned by key school policies including those relating to Teaching and Learning, Assessment, Recording and Reporting Achievement, PSHE, Equal Opportunities and Diversity, Health and Safety, Greater Depth Learners and Special Educational Needs.

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**St. Mary's Career provision**

St. Mary's uses the Gatsby Benchmarks (attached) to improve careers provision and aims to meet those relevant to our educational stage setting by the end of 2023.

We aim to offer all KS3 students the opportunity to meet with at least one employer a year, including a STEM encounter. During the academic year 22-23, all Y8 students will hopefully have the opportunity to participate in ‘The Big Bang @ The Tank Museum, Dorset’ - the largest celebration of science, technology, engineering and maths (STEM) for young people in the Dorset area. *We are still awaiting confirmation of whether this event will run again this year.*

Implementation of the Careers Programme will be through information sessions delivered by employers and teachers across a range of careers. These sessions will be delivered at least annually. A careers, work-related learning and enterprise programme is further enhanced through the PSHE programme. Years 7 and 8 will investigate their skills, interests and work preferences to match against suitable occupations.

They will also research the labour market and their expectations of job availability.

All students are provided with the same opportunities and diversity is celebrated.

Year 8 students will look at writing CVs and how to apply for jobs.

We will be linking with THS and the Careers and Enterprise Company to enhance provision and equip students with skills and avenues for advice and support as they continue through their secondary education.

The school will use Compass+ to assist with the delivery, monitoring and assessment of its Careers Programme.

Financial considerations and money management relating to employment will be studied in both Year 7 and Year 8 PSHE.

**Parents and carers**

Parental involvement is encouraged at all stages. All parents will be invited to share their career experience at in-school sessions.

Parents have been invited to comment and feedback on the school’s careers provision (October 2021).

**Statement of entitlement**

*As a pupil of St. Mary's Middle, you are entitled to receive a programme of careers education, advice, information and guidance. Your careers programme will help you to:*

Understand yourself, your interests, likes and dislikes, what you are good at and how this affects the choices you make.

Find out about different courses, what qualifications you might need and what opportunities there might be.

Develop the skills you may need for working life.

Make realistic, but ambitious choices about courses and jobs.

Develop a plan of action for the future.

*You can expect to be:*

Treated equally with others.

Given careers information and advice that is up to date and impartial.

Treated with respect by visitors to the school who are part of the careers programme.

Given extra help if you have special educational needs.

Policy updated: October 2022.

Next policy review date: September 2023.