



Inspire Education Trust

Together we achieve, individually we grow

Careers Policy

Blue Coat CE Secondary School

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Review Date: September 2022

Document History

Version	Status	Date	Author	Summary Changes
V1		September 2021	Gemma Hathaway	

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Introduction

At Blue Coat Church of England School, our vision is “Living life in all its fullness”. We exist to equip our students to ‘live life in all its fullness’ by providing excellent education, which is distinctively Christian and inclusive of all. At the heart of this education are the values of Care, Hard Work, Respect, Integrity and Servanthood, working Together for the good of all individuals, the school and wider communities.

1. Ethos and Value Statement

The Education Act 2011 placed schools under a duty to secure access to independent and impartial careers guidance for their pupils in Years 9 to 11. The Careers Guidance in Schools Regulations 2013 has extended the age range to include pupils in Year 8 and Years 12 and 13 from September 2013. Our ambition as an academy is to ensure that we embed the core National Careers Strategy of ‘making the most of everyone’s skills and talent for 11 – 19 year olds’ thoroughly, within school life, through both our academic curriculum and pastoral system. Blue Coat Academy is dedicated to providing a vigorous and varied programme of Careers Education, Information, Advice and Guidance (CEIAG) for all of our pupils in Year 7 to Year 13. This programme is both impartial and tailored to our needs, confidential and specifically designed to inspire high aspirations and encourage our pupils to consider a broad and ambitious range of career options so that they can go and ‘live life in all its fullness’ and grow into positive global citizens.

2. Aims and Objectives

Our policy is underpinned by National Standards and is reviewed annually through discussion with teaching staff, students, parents, governors and other advisory partners. The CEIAG policy is driven by our ambition to ensure every student realises their potential, including identifying students most at risk of becoming NEET, providing for Looked after Children, giving additional support to students receiving Pupil Premium and students identified as having special educational needs.

We deliver our programme by providing the following opportunities to our students:

- PSHE sessions/ Drop down days
- Assemblies led by members of the school and local community
- Enrichment activities for specific subjects
- Employer encounters/ talks
- Workplace experiences
- Mock interviews for work placements
- CV writing support
- Job application support
- Access to a specialist UCAS leader for support with University applications
- Vocational Taster Days

In addition to the various provisions that we offer, Blue Coat also has its own dedicated Careers advisor who works in school delivering impartial CEIAG to pupils weekly, in the form of group sessions, assemblies and one to one interviews. Alongside this, our advisor also co-ordinates work experience opportunities for KS4 and 5 students, at a number of excellent providers such as Jaguar Land Rover, UCHWA, Aston Martin and Barclays.

3. Careers staff

Mrs G Hathaway- Assistant Head – g.hathaway@bluecoatschool.com

Mrs R Jones – Careers Advisor – jonesr@bluecoatschool.com

Mrs J Garland – CEIAG lead teacher – garlandjudi@bluecoatschool.com

4. The Gatsby Benchmarks

The Gatsby benchmarks are not a statutory requirement but are the foundations of a successful careers program. They underpin our annual plan and allow us to ensure that we are meeting the needs of our students over the course of the academic year as demonstrated below.

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

5. Blue Coat C of E School's Gatsby Objectives for 21/22

- To ensure the careers programme is delivered by individuals with the right skills and experience. The school will, wherever possible, use qualified careers professionals to offer advice and guidance to all or the overwhelming majority, of students.
- To enable students to have an understanding of the full range of opportunities available to them, the skills that are valued within the workplace and to have first-hand experience of a work environment.
- To actively work with the Coventry & Warwickshire Careers Hub, to prioritise action points and access support.
- To actively work with an Enterprise Advisor on a strategic level to open up the school's network and develop a critical friend for careers activities.
- To ensure our Careers Strategy is fully supported by the Senior Leadership team within the school and is approved by the Board of Governors.

6. Calendar of main activities and events for CEIAG 2019/2020

<u>Time of Year</u>	11-14	14-16	16 +
On Going	STEM events (7) Careers posters in resource centre and departments (2) Theatre Tech club Drama – skills for life	STEM events (7) Careers Interviews (4,8) Careers posters in resource centre and departments (2) Chemistry GCSE; manufacturing (4) Lunch time drop in sessions. Theatre Tech club Alternative Vocational Provision Year 11 /10 Employability programme.	STEM events (7) Careers and FE posters in resource centre, Post 16 block and departments (2) Chemistry A level; manufacturing (4) Applied Science Btec. Medsoc. Engineering soc. Ongoing one to one interviews as requested.
September	KS3 Drama – introducing some roles in society (2/4)	Year 11 Ace your exams (3) Warwick University transformations club (7) Hospital visits (5/6) Pathways assemblies (3)	Your Future- Discussion Group (8) ASK- Apprenticeship Scheme Talk (5/7)
October	Warwick University transformations club (7)	Coventry University (5/7) Belgrade Theatre Visit (4/6) Careers Fair (2/3/5/7)	Careers Fair (2/3/5/7) OXBRIDGE interviews – prep.
November	The Real Game What's my line (2/5) English- Role Play- looking at professional language (2/4)	Skills Show (2/5/7) Post 16 Open Evening (2/3/4/7) PSHE	Careers Fair (2/3/5/7)
December	Departmental Subject Content - ongoing	Hospital Visits/taster days (2/5/6) Business studies Yr. 10 - studying job descriptions, person spec and Job roles	Hospital Visits (2/5/6)
January	Departmental Subject Content – ongoing Options evening for Year 9	Expectations of the Work Environment Talk (8) Coventry routes into STEM (2/5)	NHS Psychology Workshop (3/4/5)

		Hospital Visits/taster day (2/5/6)	
February	Departmental Subject Content - ongoing	Alternative options for vocational education and training (2/3/8) Hospital Visits/taster day (2/5/6)	
March	Departmental Subject Content - ongoing	Enrichment STEM- Student elevation (3/6) Hospital Visits/taster day (2/5/6)	
April	Departmental Subject Content - ongoing	Work experience (5/6)	
May	Departmental Subject Content - ongoing	Health Careers Taster Day (5/6)	Spectroscopy in a suitcase (3/4/7)
June	Departmental Subject Content – ongoing PSHE		Physics Careers (4/7) Careers in Maths problem solving (4/7)
July	PSHE	Hospital Work experience (5/6)	Hospital Work experience (5/6)

Reviewed by: Gemma Hathaway September 2021

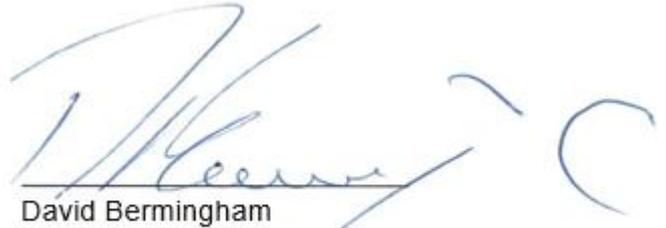
Next Review Date: September 2021

Approved by Directors: 6 October 2021

Signed:



Lois Whitehouse
CEO



David Bermingham
Chair of Trust Board