Careers Policy

BFC School

Implementation date:		**September 2021**	
Last review date:		**August 2023**	
Last review date:		**May 2025**	
Next review date:		**September 2025**	
Date:	Version:	Reason for change:	Source:
27/05/24	**4**	**Review**	**Gemma Trickett**

Rationale:

BFC school is committed to providing a planned programme of Careers Education, Information and Guidance for all pupils in Years 10 and 11. Careers will be integrated into the pupils' experience for the whole curriculum and will be based on partnerships with external partners, teachers, pupils and parents/carers. The careers programme at BFC School will be an essential part in helping pupils to select appropriate progression pathways.

With appropriate support, pupils are able to plan and manage their career path effectively in a changing global world of learning and work, ensuring that progression is both ambitious and aspirational. The programme promotes equality of opportunity, celebrates diversity and challenges stereotypes. The policy is developed and reviewed annually through discussions with teaching staff, the Careers Advisor, pupils, parents/carers and other external partners. This policy is guided by the 'Gatsby' benchmarks, to ensure best practice and to conform to statutory requirements.

Context:

From September 2013 the Education Act of 2001 placed schools under a duty to ensure that all registered pupils in Years 8-13 have access to independent, accurate and impartial information, advice and guidance.
Careers guidance secured under the new duty will:

- be presented in an impartial manner
- include information on the full range of post-16 education or training options
- promote the best interests of the pupils to whom it is given

Careers Education at BFC School:

The careers programme is designed to meet the needs of all pupils at BFC School. Just helping pupils to find 'the right job' has now been replaced with supporting pupils to be equipped with the knowledge, understanding, skills and personal qualities to plan and manage their career progression through learning and work. The programme is differentiated and personalised to ensure progression through activities that are appropriate to the stages of career learning, planning and development. The programme is also linked to the School Improvement Plan and is evaluated through the use of destinations and pupil voice data.

At BFC School we work in partnership to help every pupil achieve their full potential and listed below is the pupil entitlement for careers.

1. Careers Education, Information and Guidance sessions.
2. A careers programme that will raise aspiration, challenge stereotypes and promote equality and diversity.
3. Support in making well informed and realistic decisions.
4. Access to impartial and independent information and guidance about the range of education and training options that are most likely to help pupils achieve their ambitions.
5. Our Pastoral Manager meets with pupils throughout the school year through timetabled PSHE and enrichment sessions.
6. Work experience placements are also used to support further career aspirations.

The 'Gatsby' Benchmarks:

BFC School has adopted the Gatsby Benchmarks because they are judged to be an outstanding system for career guidance.
Good Career Guidance | Education | Gatsby

Benchmark 1: A stable careers programme

• The careers programme is structured and updated by a member of the Leadership Team. It is published and included on the school's website.
• Careers policy for the planning, monitoring and delivery of the careers programme will be reviewed annually
• BFC School will measure and assess the impact of its own careers programme using the Gatsby Benchmarks and the Compass and Tracker tool, as well as using our own internal evaluations, including the opinions of providers, pupils, staff and parents/carers
• Funding is allocated annually in the context of whole school priorities and particular needs for Careers Education, Information and Guidance.

Benchmark 2: Learning from career and labour market information (LMI)

• Pupils complete individual research using the internet
• Pupils are also encouraged to use the National Careers Service (.gov.uk)
• Local Market Information (LMI) is provided by the Careers Adviser.
• Parents and pupils can keep up to date with information about Local Market Information through posts shared on ClassDojo

Benchmark 3: Addressing the needs of each young person

• The careers destination spreadsheet is updated annually. The information is also used to identify pupils for the most relevant talks/workshops/visits.
• Pupils take part in planned careers lessons through PSHE sessions, where pupils learn about the processes of gaining employment, opportunities available to them and the skills needed for different types of work, job roles, further study and careers.
• The Pastoral Manager keeps accurate records of individual careers advice and these are shared with pupils.
• Destinations are collated by a member of the Leadership Team (Gemma Trickett)
• The careers programme actively seeks to challenge stereotypical thinking and to raise aspirations.
• Pupils in all year groups will be given the opportunity to identify different career routes, including apprenticeships, university and college courses and local work opportunities. These events take place during subject lessons, PSHE lessons, specialist days, visiting speakers, assemblies and organised events.
• Visits to Blackpool 6th Form, Blackpool and the Fylde college as well as taster sessions are in place for both Year 10 and Year 11 pupils.
• Pupils use skills builder to support career aspirations and woprk toward targets to support their applications.

• Year 11 applicants to post 16 take part in a taster session, where they select to experience sessions in their KS5 options to ensure they are making the right choice for them. Sessions currently take place at Blackpool and Fylde College and BFC Sports College.

Benchmark 4: Linking curriculum learning to careers

• Employability and enterprise skills are embedded within the curriculum and developed in all schemes of learning. These develop skills which will encourage pupils to become more effective workers, in a wider range of careers.
• Class teachers teach the allocated careers lessons within the PSHE programme and ongoing training needs are identified for planning and delivering the careers programme.
• Career learning outcomes are identified through questionnaires or discussion.
• Planned INSET for September 2025 includes training on linking subject curriculums to careers and discussion around further development of the BFC Careers programme.

Benchmark 5: Encounters with employers and employees

• Pupils/students will be provided with opportunities for workplace visits, work experience, employer talks and further and higher education presentations.
• Where appropriate, we will arrange visits from local colleges, work-based education and training providers and universities. This will assist pupils in making an informed decision about their future career.
• Where possible we will continue to develop partnerships with local universities and colleges, apprenticeship providers, local employers and training providers. (Currently developing links with UCLAN; BFC School have existing links with Blackpool and Fylde College, Blackpool 6th form and BFC Sports college)

Benchmark 6: Experience of work places

• Year 10 and 11 students take part in a relevant work experience period of one week, and have flexibility in their curriculum to attend weekly work experience every Wednesday afternoon
• Pupils can learn about work during career presentations given by colleges, apprentices and employers.

Benchmark 7: Encounters with further and higher education

• To encourage each pupil to have a meaningful encounter with learning providers, including sixth form, colleges, universities, local employers and apprenticeship providers through visits, attending open days, and attending an on-site careers fair annually
• By the end of year 11, all students will have experienced at least two visits to further education providers

• External providers are also invited to attend Year 11 Progress Evenings to meet with pupils and their families.
• Career workshops and presentations from further and higher education providers also take place for pupils in Years 10-11 as part of the wider careers programme.

Benchmark 8: Personal guidance
• Pupils at BFC School will be supported either as individuals or in groups. This may be in lessons as a group, or as one-to-one sessions with our careers advisor.
• Regular face-to-face careers guidance, where it is the most suitable support for young people to make successful transitions, particularly children from disadvantaged backgrounds, looked after children or those who have special educational needs, learning difficulties or disabilities, will be provided when appropriate.
• BFC School will work closely with referring schools, and with the Local Authority through the provision of SEND support services: preparing for adulthood.
• The Pastoral Manager will provide careers guidance to all Year 10/11 pupils, and when requested by parents, to pupil and parent.
• BFC School liaise with each child's referring school careers guide to support where necessary.