



Careers Education

Careers education provides students with opportunities to learn about themselves and the skills they will need when they leave education. Activities and lessons are designed to make students independent and reflective, and to see the impact education can have on careers. Activities and arranged sessions throughout the academic year will provide students with opportunities to become job ready and explore the future.

Independent Information, Advice and Guidance (IAG)

IAG is delivered in an impartial manner and via face to face interventions with students. Richard Challoner School has its own Careers Advisor who offers IAG appointments to students in year 7 through to year 13. With many years' experience and knowledge of schools, college, training providers, apprenticeships, universities and opportunities for young people, students are able to effectively plan ahead for their future. IAG is also delivered through visitors to school from various sectors of industry and through accessing events held in the borough and nationally where students can speak with representatives from different providers.

Aims & objectives

Richard Challoner School is committed to preparing students for the future. This isn't just through the curriculum but also by supporting them to think about their career choices and informing them about all the pathways that are available after leaving education. With the raising of participation age, students need to remain in some form of education or training until they are 18, but this doesn't always mean school if this is not the desired or best route for the student.

We aim to inspire and motivate students to explore the best way for them as an individual and recognise that in today's world this may look very different to those from a few years ago. Students are seen as individuals and as a school we understand they won't all follow the same paths at post 16 and 18 transition.

It is important that students receive the right help and support in making those decisions, and this goes beyond the school gates. Parents also play a huge part in student's career choices and Richard Challoner School recognises the importance of working with parents and providing opportunities for parents to attend events both in and out of school to be kept up to date with developments in education. As a school we would also like to share the wealth of experience our parents have by building links for parents to get involved and spend time with students discussing their own careers. This could be in an assembly, at a speed networking event or at a careers focused activity.



During their school life students will be given many opportunities to explore their strengths and skills as individuals and be able to relate these to jobs and careers for their future. Students should leave school with knowledge and information relating to career planning and be aware of available resources to them.

Richard Challoner School will ensure:-

- Students have access to impartial and up to date information, advice and guidance incorporating all available opportunities regardless of grades.
- Provide support on an individual basis, as well as group and year based activities.
- Give students access to resources in varying formats- web and paper based and give opportunities to become confident in their uses.
- Develop life and employability skills in preparation for the future
- Encourage students to identify their strengths and abilities and relate these to the world of work.
- Provide opportunities for students to meet with real people doing real jobs.
- Students engage in work experience opportunities in year 8, 10 and 12.
- There is a comprehensive tutorial programme in place that encompasses careers exploration.
- Students have the opportunity to meet with an impartial careers advisor, particularly at key transitional times.

Ofsted place greater emphasis on careers in their inspections and forms part of their assessment on the school's abilities in preparing students. The overall schools programme is available on the school website. Feedback from the inspection in November 2022 noted the cover given across the school to careers support.

This has been further supported with the Baker Clause and the Gatsby framework being the guidelines all schools should now be following. From January 2018, schools must offer pupils the chance to find out about technical education and apprenticeships. This amendment, the Baker Clause, requires schools to explore how well this is being delivered. How do pupils in year 11, for instance, find out about college open days? Have FE providers been invited to talk to pupils about different pathways?

As outlined in the update July 2021 "Careers guidance and access for education and training providers' the benchmarks will be the standard to which all schools will be assessed and all careers programmes judged against. Further updates as of 1st September 2022 to The Education (Careers Guidance in Schools) Act extends the duty to year 7, which at Richard Challoner we have already encompassed since 2019.



The Gatsby Benchmarks

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

As a school we also follow the CDI (Careers Development Institute) framework, which we are a professional member of, to ensure our careers programme covers the main areas our students need to before leaving their secondary education. Further information can be found <https://www.thecdi.net/New-Career-Development-Framework> or from the careers office.

The six learning areas



Please also see Careers Strategy, and the CEIAG plan published on the school’s website.

If you have any queries regarding Careers please contact our Careers Department on 020 8330 5947 or email CareersIAG@challoner.kingson.sch.uk

Review Date: September, 2024 **Review Cycle:** Annual

