



# **Wright Robinson College**

## **Careers Policy**

**Approved: January 2021**

**Reviewed by: C.Pugh**

**Date of next review: January 2023**

## **1. Vision**

This policy is underpinned by our long term vision and core values; to develop and achieve full academic potential, celebrate the diversity of our community and demonstrate resilience

## **2. Statutory Requirements and expectations**

We are committed to fulfilling our statutory duty in relation to providing independent career guidance from year 8 to year 11, on a range of education or training options, including apprenticeships and other vocational pathways. Our access policy on the website welcomes technical education providers access to our students (Baker's Clause) and we are pleased to say that we have achieved 7 out of 8 Gatsby Benchmarks.

## **3. Learner Entitlement**

Every student is entitled to a high quality career education and guidance as part of their overall education

The intent of our Careers Curriculum at Wright Robinson College is to provide a stable careers programme to enable students to make a successful transition into further education or the world of work. We aim to be aspirational, create awareness of employability skills, understand labour market information and ensure we provide access to all pathways including personal guidance, remaining impartial at all times.

At Key Stage 3 we promote exploration of skills and links to employability through our online career platform Xello, career lessons to highlight these skills are undertaken. During subject lessons links to careers are embedded in lesson plans to cement knowledge and connect the relevance of learning.

At Key Stage 4 students develop career management skills through work experience, visits to workplaces, further and higher education and careers fairs, with an emphasis on research and developing personal action plans developed on Xello.

## **4. Management and Delivery**

We recognise the importance of putting in place effective arrangements for the management and delivery of the programme.

The senior leadership team are responsible for approving the careers programme and receive regular updates from via the SLT link for careers. Similarly the governor's careers link updates the governing body.

The careers leader is full time based at college and is qualified to Level 6 in Career Guidance and Development. Responsible for creation, execution and evaluation of the careers programme. They report into to an SLT link.

All Year 11 students receive a personal guidance interview. This is carried out by our Career Leader and also an external provider.

## 5. Stakeholders and Partners

### Parents and Carers

We recognise that the important role that parents have in their child's career development and every effort is made to communicate our programme and provide opportunities such as parent's evenings to answer questions and support them in helping their child to make good decisions.

### Careers support agencies

The school has an annual agreement with Positive Steps for providing personal guidance and Mploy for co-coordinating our work experience programme. We work closely with The Careers and Enterprise Company and the 14-19 local authority team.

### Employers, community partners and learning providers

We work collaboratively with employers, FE and HE learning providers, apprenticeship and technical education providers. This is via events such as assemblies, careers fair, pathway's event, mock interviews and enterprise events.