



**Last Reviewed on: June 2024**

**To be Reviewed: June 2025**

## **Careers Policy**

### **Structure of Careers Education, Information, Advice & Guidance and Primary Network**

Assistant principal: Mrs Emma Hamer, SLT Link Career

Leader: Mrs Fiona Marshall (L6 Career Leader)

Link Governor: Paul Tempest

Local Authority: Hull City Council

Enterprise Advisor Network Link: Mr Matt Johnson – Different Resonance

Careers & Enterprise Company/Hull & EY LEP Link: Mrs Rachel Simpson

### **Examples of Employer and Education Network Links:**

Different Resonance

Swift Caravans

KCOM

Vivergo Fuels

Reality Solutions

Humber Outreach Programme

Wyke

Wilberforce

Shine Project

Hull City Council – Connexions

Careers & Enterprise Company

HYA

Bishop Burton

Hull University

York University

East Riding College

St Mary's College

John Leggott

HETA

Sparks Project

Barclay's LifeSkills

Hull College

## **Careers Policy**

### **Rationale**

The Department for Education (DfE) updated its statutory guidance for schools on providing careers guidance in September 2022.

The governing boards of maintained schools have a statutory duty to ensure that all registered pupils are provided with independent careers guidance from years 7 to 11.

The duty on schools to secure independent Careers guidance for all year 7 -11 pupils is intended to expand advice and guidance for young people so they are inspired and motivated to fulfil their potential.

High quality, independent careers guidance is crucial in helping pupils emerge from school more fully rounded and ready for the world of work. Young people want and need to be well informed when making subject, pathway choices and career related decisions. Careers education and guidance is a central part of the whole school ethos.

## **Commitment**

The Boulevard Academy careers programmes aims to meet the needs of all students and is committed to providing our students with a programme of careers information for all students in Years 7-11. The Boulevard Academy is committed to providing high quality and impartial careers guidance for all our students in partnership with external providers, which includes The Hull and East Yorkshire Local Enterprise Partnership, Careers and Enterprise Company, Humber Outreach Programme, Hull City Council and other appropriate agencies.

## **Aims**

This careers Policy has the following aims:

- To contribute to strategies for raising achievement, especially by increasing motivation and aspiration
- To support inclusion, challenge stereotyping and promote equality of opportunity
- To encourage participation in continued learning including Further Education and apprenticeships
- To develop enterprise, employment and citizenship skills
- To contribute to the economic prosperity of individuals and communities
- To meet the needs of all our students by maintaining strong links with local businesses, training providers and employers
- To focus students on their future aspirations

The Boulevard Academy endeavours to follow –

- Careers guidance and access for education and training providers (DfE, January 2023)
- The Gatsby Benchmarks (Gatsby Charitable Foundation, 2018)
- Any other relevant guidance from DfE, QCA, CDI and Ofsted as appropriate

The Boulevard Academy is committed to ensure that the eight benchmarks of good practice from the 'Good Career Guidance Report' in 2018 by the Gatsby Charitable Foundation and further guidance from the DfE in 2018, are in place. These eight benchmarks are:

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

The Boulevard Academy will ensure that we follow the key principles (The Careers Leader Handbook – 2<sup>nd</sup> Edition) as set out below when evaluating our provision against the 8 benchmarks -

**Universal** – Every student should have access to all activities as set out in our careers programme.

**Progressive** – Our Careers programme covers every year of secondary education (year 7 – 11). It will happen throughout a student’s time at the academy and activity will build year on year.

**Student Centred** – Our Students are at the heart of our Careers Programme often seeking input from our Careers Student Voice reps around activity and career learning.

**Outcome focused** – We will ensure that our Careers programme aligns with our learning outcomes by way of successful destinations, we can monitor and track activity through using Compass+.

## **Curriculum**

Provision is made for all students from Year 7 onwards for Careers Education and guidance to be delivered within the framework of their curriculum lessons and more specifically the Life Skills lessons in Key Stage Three.

Within each Faculty in the academy, careers education is embedded in a number of different ways to ensure subject specific careers education and career skills are being discussed within lessons. Each faculty will deliver this in a slightly different way but activities include, career spotlights, research of careers, skills/content links to careers and organisation of visits/workshops for students in Years 7-11 that provide insight into careers within that subject and allow students to work with professionals.

The Life Skills lessons which embed careers is for Key Stage three students, activities includes: career guidance activities, information about careers and the world of work, work-related learning, and individual learning planning/portfolio activities and developing skills useful for the world of work. In Key Stage four students learn about careers education through their PSHE lessons and drop-down days.

This is complemented by a range of career related events throughout the academic year, as demonstrated on our careers provision grid. We provide further opportunity for students to learn about their future possibilities and routes open to them and how to access them successfully, using our many business links, post-16 and Higher Education establishments.

**Careers and SEND Provision:**

Every student with SEND follows the same programme of careers as their peers, though adaptations to the Life Skills programme lessons may be made and will be given intervention from the SEND department where support is needed. Tailored support for all EHCP students in Year 11 are put into place and referrals are also made to the Hull City Council's Connexions team for further support with their Post-16 options.

**Access to information:**

Careers information and resources are readily available to students at The Boulevard Academy, these include the school's library (where we have a specific career section), the school website with specific careers page, displays around the school and the careers hub. Within the Life Skills lessons for careers, students are able to learn about the world of work and education, vocational and training opportunities and Local Market Information. The Boulevard Academy fully complies with the 'Baker Clause' and students are able to make informed decisions about their Post-16 education from direct visits from visiting colleges, sixth forms and apprenticeship and training providers.

**Work Experience:**

In Year 10, all students have the opportunity to complete a full week's work experience as part of their career's education, working alongside Education2work to fulfil the health and safety and risk assessment elements. Students across all year groups may also undertake work visits, work simulations (design and make activities, mini-enterprises and business games) and application of work skills in the classroom.

**Monitoring, Recording and Evaluation:**

Each term The Boulevard Academy monitors and evaluates the careers programme against the 8 Gatsby Benchmarks through completing a Compass Evaluation, as part of our involvement as a school in the Hull and East Yorkshire LEP Careers Hub. Any careers event a student undertakes is recorded on the system of Compass+ so they have a full history of their career education interactions from Year 7 to 11.

Throughout the careers programme there are opportunities for students to self-evaluate and reflect upon their learning at key points, such as business breakfast, career fairs, work experience and mock interviews. Key events will also involve students and employers to complete feedback surveys to help further evaluate and monitor the careers programme offer. Destination data from school leavers is also analysed and displayed on the school website.

**Parents and Carers:**

Parents and carers are encouraged at all times to be involved with their child's career aspirations. Parents are kept up to date via the weekly Careers Newsletter, letters about upcoming visits, social media, school website and opening evenings. There are also specific career events throughout the academic year where parents will be invited in.

### **Personal Guidance:**

We commission independent careers guidance for all our students within the academy from Hull City Council's Connexions, though the primary focus is on Year 11 students. All students across all year groups will receive a comprehensive careers provision through a range of opportunities, which include:

- Assemblies
- Weekly Careers Newsletters
- Educational visits linked to careers
- Drop down days

### **The Boulevard Careers Education Learner Entitlement for careers education, advice and guidance:**

Students at The Boulevard Academy will benefit from:

By the end of **Year 7** students will have:

- Attended the Year 7 business breakfast, where students will have the opportunity to speak to local employers/businesses and find out about their different jobs/companies.
- Taken part in lessons within Life Skills, that is focused on careers and the world of work.
- Taken part in an enterprise activity as part of your tutor time programme (society and community board game project).
- Encounter with an employer.
- Have access to a variety of sources of information about careers.

By the end of **Year 8** students will have:

- Attended an assembly led by an apprenticeship/training provider.
- Taken part in a career-based workshop led by an external provider.
- Taken part in lessons within Life Skills, that is focused on building their knowledge about careers and the world of work, as well as learning about transferrable employability skills.
- Encounter with an employer.
- Have access to a variety of sources of information about careers.

By the end of **Year 9** students will have:

- Picked their key stage four options, with the support of the careers and SLT team, with

GCSE option events/drop down days and post-14/16 providers at GCSE option events.

- Undertaken a university campus tour.
- Attended an assembly led by an apprenticeship/training provider.

- Taken part in lessons within Life Skills, that is focused on preparing you for selecting your key stage four options and lessons that are formed from the Barclay's LifeSkills.
- Attendance to the internal careers fair, so you have the opportunity to speak to local employers, businesses and educational establishments.
- Had the opportunity to meet with a Careers Adviser from Hull City Council's Connexions if required.
- Have access to a variety of sources of information about careers.

By the end of **Year 10** students will have:

- Gained experience of a work place by undertaking a week of work experience, to apply employability skills.
- Attended assemblies led by external agencies, with a focus on the following, work experience, post-16 opportunities and apprenticeship provider.
- Attendance at least one external and internal careers fair, so you have the opportunity to speak to local employers, businesses and educational establishments.
- Taken part in lessons within PSHE, that is focused on preparing you for the world of work to support your work experience week and a focus on post-16 opportunities.
- Had the opportunity to meet with a Careers Adviser from Hull City Council's Connexions if required.
- Have access to a variety of sources of information about careers.

By the end of **Year 11** students will have:

- Attended assemblies with a focus of Post-16 education from a number of different educational establishments and learning styles, including sixth form colleges, post-16 FE colleges, land-based colleges, apprenticeships and training providers.
- Access to advice on options available at Post-16 including apprenticeships and entrepreneurialism, and opportunities available from other post-16 providers
- Gained interview skills and practice, by taking part in a Mock Interview, with volunteers from local and national businesses, employers and companies.
- Access to impartial information, advice and guidance from the Hull City Council's Connexions service.
- Taken part in drop-down days that are focused on ensuring students have the knowledge/skills to effectively apply for the next stage of their education/employment.
- Have access to a variety of sources of information about careers.

**Links with other Policies**

This policy supports and is underpinned by key school policies including those for Teaching and Learning, Assessment, G & T, Safeguarding, Provider Access and SMSC. Through our school ethos and learning both within and beyond the classroom, we provide opportunities for students to develop the skills, knowledge, understanding, characteristics and attitudes they need to be active and employable citizens.

**Equality and Diversity**

Careers information, advice and guidance is provided to all students and provision is made to allow all students to access the programme on offer. Students are encouraged to follow career paths that suit their interests, skills and strengths with the absence of stereotypes. All students are provided with the same opportunities and diversity is celebrated.