**THE AVON VALLEY SCHOOL**

## CAREERS POLICY

**Date of policy: March 2026**

**Date for review: March 2028**

**Who the review will involve: the Headteacher, the Careers Lead, SLT, Inclusion lead & PSHE lead, Governors, parents, students to be included in review as stakeholders**

## RATIONALE

Careers education*, information, advice and guidance (CEIAG)* programmes play a major part in helping young people choose pathways that suit their interests, abilities and individual needs. A robust careers programme helps avoid disengagement, puts school learning into a wider and more relevant context, and helps to raise aspirations.

The Avon Valley School careers programme helps our students to plan and manage their careers effectively, ensuring progression. It is ambitious and aspirational. It promotes equality of opportunity, celebrates diversity and challenges stereotypes. The policy is designed to meet the Gatsby benchmarks and conforms to statutory requirements.

The Careers Policy is under-pinned by the following:

- Careers guidance and access for education and training providers June 2026
- The updated Gatsby Benchmarks 2024
- The updated CDI Career development framework 2021

The school uses these to strive for a standard of excellence.

## COMMITMENT

The Avon Valley School is committed to providing a planned programme of careers education for all students in Years 7-11. AVS endeavours to follow the statutory guidance for governing bodies, school leaders and school staff as outlined in the three documents above. The school achieved the career quality mark: Gold standard in 2021.

## ENTITLEMENT

Students at The Avon Valley School are entitled to careers education and guidance that meets professional standards of practice that is person-centred, impartial and confidential. It will be integrated into students' experience of the whole curriculum and be based on a partnership with all stakeholders. The programme will promote equality of opportunity, inclusion and anti-racism

Students at the Avon Valley School are entitled to a careers programme which:

- is stable
- allows learning from careers and labour market information
- addresses the needs of young people
- is linked to curriculum learning
- provides meaningful encounters with employers and employees
- provides experiences of the workplace
- provides encounters with further and higher education
- provides personal guidance

## AIMS

The Avon Valley School is committed to the development of independent, confident and motivated learners, who leave us equipped with the qualifications, skills and attributes required to successfully take their place in the world. The aim of CEIAG at AVS is to provide a broad careers programme that helps students develop the skills and confidence to make realistic and informed decisions about their futures and to manage the transitions from one stage of their education, training and work to the next. The programme seeks to raise aspirations, challenge stereotypes and build strong links with employers and employees who can broaden students' attitudes and employability skills and inform them of the range of roles and opportunities available to them.

## EQUALITY AND DIVERSITY

The careers programme supports the school Equal Opportunities Policy. Students are offered a programme of CEIAG that meets professional standards of practice which is differentiated, person centred, impartial and confidential. It is integrated into the curriculum and is based on a partnership with all stakeholders. All students can access advice and guidance tailored to their needs with support to explore options that suit their preferences, skills and strengths. Staff work on early identification of students requiring additional support, with no limit placed on how many times a student might see the careers advisor. The careers adviser works with the SENCO to support EHCP planning and review.

## IMPLEMENTATION

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| Lisa Owen | Careers lead co-ordinator of the careers programme. She has completed the CDI Introduction to Careers leadership course. |
| Natalia Demaj | AVS Careers advisor who provides independent and impartial careers advice to students and their parents, and organises the schools work experience programme. She holds a level 6 career qualification |
| Daniel Phelan | Assistant Head teacher, is responsible for line management of careers. |
| Andy Jones | Governor lead for careers |
| Staffing | All staff contribute to careers education and guidance through their roles as tutors and subject teachers. Careers topics are included within the PSHE scheme of work for each year group. The careers programme is planned, monitored and evaluated by the Careers and PSHE leads and students. |

## PARENT & CARERS

The Avon Valley School recognises that parents have a vital role to play in the positive decision making of their children and therefore committed to parental consultation and sharing of information. The SLT link, careers leader and careers advisor are willing to discuss any concerns relating to careers issues. AVS is committed to providing:

- Access to information on options in Year 8 and 11 during Year 11 launch evening, parents' evenings, options events and open evening.
- Information about Year 10 work experience and opportunity to discuss work experience issues

## PARTNERSHIPS

AVS acknowledges that there is strong research evidence about the impact of employer engagement on students" future prospects and earnings in adult life. Opportunities to make contact with real employers and employees will be provided not only to inspire students but to challenge preconceived ideas about jobs and broaden horizons

Links with employers, businesses and other external agencies have been established and continue to develop. Successful relationships with post-16 providers, including apprentice and training providers are maintained with providers being invited to events and a clear provider access policy. Local community links are developing as an increasing number of parents are getting involved in the delivery of events. Employer partnerships are strong, enabling most Year 10 students to participate in work experience. The careers lead continues to work with representatives from Warwickshire County Council, the LEP, and Warwickshire Careers Hub.

## STAFF DEVELOPMENT

Increasing staff knowledge, skills and understanding of careers are the responsibility of the career lead. This takes place as a whole staff or at targeted opportunities to individual staff. Careers resources are available to PSHE staff to assist in lesson planning. A biannual staff training needs survey is completed and areas for development are then planned into to CPD opportunities

## CURRICULUM

The current careers programme is delivered through a combination of methods, including PSHE lessons, theme of the week (TOTW), tutor activities, assemblies, further and higher education providers, employer visits, work experience, off-timetable days, mock interviews, careers fairs, information evenings and 1:1 careers interviews. A programme of meaningful work experience (WEX) activities is being developed to provide 5 days of WEX in both KS3 and KS4.

All students who receive a one to one interview with the independent careers advisor have an action plan to reflect learning and decision making.

All staff link curriculum learning with careers and STEM subject staff highlight the relevance of STEM subjects for a wide range of careers.

The school supports students to make choices about the full range of options at 16. Information is provided on the range of education or training options, including apprenticeships and technical education routes. As well as supporting progression to university the school makes students aware of other options such as Higher Apprenticeships and jobs with training to enable them to make informed choices.

Students are made aware that if they do not gain a grade 4 or above in English and Maths at GCSE Level they will be required to continue working towards obtaining them up until the age of 19.

Students are actively involved in the evaluation of activities.

## POLICY LINKS

This policy supports and is underpinned by key school policies including those for curriculum, SEND & Inclusion, Anti Bullying, Pupil Premium, Equal Opportunities.

## RESOURCES

Careers information and resources are located in the Careers Office, which contains up-to-date, impartial information presented in a variety of media. It is reviewed and renewed on a regular basis by the Careers Coordinator. Post-16 destination prospectuses are current, and visual displays on the notice boards are kept up to date. Schemes of work and TOTW/Personal development sessions are prepared by the Careers Lead. The school's website is kept up to date. Students can book appointments with the careers advisor and parents are welcome to attend. Google Classroom allows targeted career information to be shared with each year group.

Funding is allocated in the annual budget planning round in the context of whole school priorities and particular needs in the CEIAG area. Where appropriate, Skill for Employment grants from Warwickshire County Council will be sought. The Careers lead is responsible for the deployment of resources. Students receiving PP funding have participation in events subsidised.

## RECORDING AND MONITORING

Students' careers activities are comprehensively tracked through COMPASS+. These are reviewed annually to manage agreed action plans and create next steps.

There is a quality assurance process – Biannual deep dive by AHT/Careers lead, following which an action plan created and acted upon by PSHE/Career lead

Monitoring and evaluation takes place through:

- Lesson observations and learning walks
- Internal leadership review
- Student voice
- Student feedback on their experience of the careers programme
- Informal feedback from external partners and parents

- Evaluation of work experience by students and employers
- Annual parental evaluation
- Destination data post-16 and post-18

## REVIEW

This policy will be reviewed bi-annually.