Careers Policy

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| **Approved by:** | **Neil Gage** | **Date: 1st September 2025** |
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**Our Careers Provision Statement**

At Dovecote School our vision is to enable all our students, across both primary and secondary phases, to receive the very best careers education possible, guided by the core principles of the Gatsby benchmarks ensuring they achieve their full potential and talents to be able to fulfil their ambitions.

The main aims of careers provision at **Dovecote School** are to:

* Ensure a stable careers programme is in place.
* Ensure students are able to access and use information about careers, pathways and the labour market to inform their own decisions.
* Address the needs of each student.
* Ensure the curriculum learning is linked to careers.
* Provide meaningful encounters with employers and employees.
* Provide students with meaningful experiences of workplaces.
* Provide students with positive encounters with further and higher education.
* Ensure every student is offered personal careers guidance.

# Legal framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

* Education Act 1997
* Education and Skills Act 2008
* Apprenticeships, Skills, Children and Learning Act 2009
* Equality Act 2010
* Children and Families Act 2014
* Technical and Further Education Act 2017
* The School Information (England) (Amendment) Regulations 2018
* DfE (2025) ‘Careers guidance and access for education and training providers’

This policy operates in conjunction with the following school policies:

* Complaints Procedures Policy
* Child Protection and Safeguarding Policy

# Roles and responsibilities

The Headteacher is responsible for:

* Ensuring that all registered students are provided with independent careers guidance from Year 7 to Year 11
* Providing strategic oversight of the school’s legal and contractual requirements for careers guidance.
* Holding the SLG to account for delivering against careers guidance requirements.
* Ensuring that arrangements are in place to allow a range of education and training providers to access all students and inform them about approved technical education qualifications and apprenticeships. A policy statement will set out these arrangements.
* Ensuring that the independent careers guidance is presented in an impartial manner, showing no bias or favouritism towards a particular institution, education, or work option.
* Ensuring that the guidance includes information on the range of education or training options, including apprenticeships and technical education routes.
* Ensuring that the guidance that is provided promotes the best interests of students
* Ensuring this policy does not discriminate on any grounds.
* Handling complaints regarding this policy as outlined in the school’s Complaints Procedures Policy.
* Providing clear advice and guidance to the headteacher on which they can base a strategy for careers education and guidance which meets the school’s legal requirements.

The careers leader is responsible for:

* Managing the provision of careers information.
* Taking responsibility for the development, management, and reporting of the school’s careers programme.
* Planning careers activities, managing the careers budget and, where necessary, and managing and coordinating other staff involved in the delivery of careers guidance.
* Establishing and developing links with employers, education and training providers, and careers organisations.
* Liaising with the headteacher and the careers adviser to implement and maintain effective careers guidance.
* Liaising with the PSHE leader and other subject leaders to plan careers education in the curriculum.
* Liaising with tutorial managers, mentors, the SENCO, and head of sixth form to identify students needing guidance.
* Referring students to careers advisers.
* Establishing, maintaining, and developing links with FE colleges, universities, apprenticeship providers and employers.
* Negotiating an annual service level agreement with the LA for support for vulnerable and disadvantaged students.
* Providing students with effective careers guidance and supporting social mobility by improving opportunities for all young people.
* Supporting teachers of careers education and tutors providing initial information and advice.
* Planning and delivering a progressive careers programme that is underpinned by clear learning outcomes and meaningfully aligned with the Gatsby Benchmarks.
* Coordinating and managing the different elements of the careers programme, including its associated budget.
* Collaborating with the SLT to ensure the careers programme is guided by a strategic careers plan that reflects institutional priorities.
* Engaging parents throughout the careers journey to foster strong support networks.
* Establishing and nurturing key relationships to drive progress and enhance the effectiveness of the careers programme.
* Working with colleagues across the institution, including senior leaders, governors, teaching staff, careers advisers, the SENCO, students, and their parents.
* Building external partnerships with employers, external agencies, learning providers, and careers organisations to broaden opportunities for students.
* Continuously evaluating and improving the careers programme based on feedback from stakeholders and student destinations.
* Supporting subject teachers to build careers education and guidance into subjects across the curriculum.
* Monitoring teaching and learning in careers education, and the access to and take up of career guidance.
* Advising senior leadership on policy, strategy and resources for careers education, information, advice, and guidance (CEIAG).
* Preparing and implementing a development plan for CEIAG.
* Reviewing and evaluating the programme of CEIAG.
* Encouraging the training of school staff to promote careers guidance to their students.
* Using the [Gatsby Benchmarks](http://www.gatsby.org.uk/education/focus-areas/good-career-guidance) to improve the school’s careers provision and ensure compliance with legal duties, with an ultimate aim to meet all benchmarks.
* Allowing students to have access to providers of technical education, such as colleges, and apprenticeships to ensure every student is well-informed about their future options at every stage.
* Self-evaluating the careers provision the school offers.
* Publishing details of the school’s careers programme and a policy statement on provider access on its website.
* Engaging with the designated teacher for LAC and previously LAC to ensure they know which students are in care/are care leavers, to understand their additional support needs and to ensure that any personal education plans can inform careers advice.
* Working closely with the SENCO and other staff to identify the guidance needs of all students with SEND and implement personalised support.
* Ensuring that students with SEND understand their different career pathways, and enabling them to gain the skills, knowledge and experience they require to achieve their career goals.

The careers adviser is responsible for:

* Reporting regularly to the career’s leader, regarding student progress and the effectiveness of the school’s career plan.
* Providing a thorough, personalised career service throughout the school.
* Staying up to date with relevant CPD and developments in the CEIAG sector.
* Producing careers information and guidance through online and hard copy literature, and visual displays in school.
* Organising workshops for students and actively promoting the careers service in-house at open evenings, presentation days, assemblies, and parents’ evenings.
* Developing incentives and initiatives which actively encourage students to sign up to the school’s career service.
* Attending regular meetings with the careers leader to discuss the school’s career plan.
* Providing an open-door service for students once a week to drop in and discuss their options.
* Arranging meetings and follow-up appointments with students who are interested in the careers service.
* Offering services to past students for up to a year after their departure from compulsory education.
* Coordinating with the designated teacher for LAC and previously LAC to work with the relevant virtual school head (VSH) to ensure a joined-up approach to identifying and supporting career ambitions is achieved.

Teaching staff are responsible for:

* Ensuring careers education is planned into their lessons.
* Attending any relevant CPD or training to ensure they are up to date with the school’s careers plan.
* Promoting careers guidance in the classroom through visual aids.
* Being good role models for their area of work or specialism.
* Creating a learning environment that allows and encourages students to tackle real life challenges, manage risks and develop skills that can be applied to the workplace.

# Developing a stable careers programme

The school will have its own careers programme in place which meets the requirements of the eight Gatsby Benchmarks. The careers programme will be known and understood by students, parents, staff, advisory board, employers and other agencies.

In order to meet the stable careers programme Gatsby Benchmark, the school will ensure that the structured careers programme:

* Has the explicit backing of governors, the headteacher and the SLT, and has an identified and appropriately trained careers leader responsible for it.
* Is tailored to the needs of students, sequenced appropriately, underpinned by learning outcomes and linked to the whole-school development plan.
* Sets out how parents will be engaged throughout.
* Is published on the school website and communicated in ways that enable students, parents, staff and employers to access and understand it.
* Is regularly evaluated using feedback from students, parents, teachers, subject staff and other staff who support students, careers advisers and employers.
* Is underpinned by learning outcomes.
* Gives all students opportunities to achieve and thrive.
* Has clearly defined staff responsibilities.
* Is evaluated regularly to ensure continued effectiveness.
* Helps students develop career readiness and essential skills for the workplace, or their progression transition pathway.
* Enables students to make well-informed decisions about education, training, apprenticeships and employment opportunities.

The appointed careers leader will possess the following skills:

* Leadership – they will be a good leader who takes responsibility for developing, running and reporting on the school careers programme
* Management – they will be able to plan careers activities, manage the careers budget, and manage other staff involved in the delivery of careers guidance where necessary
* Coordination – they will be a careful coordinator of staff from across the school or college and from outside
* Networking – they will be a good networker who can establish and develop links with employers, education and training providers and careers organisations.

The careers leader will be supported by the SLT and will be given protected time and sufficient budget to carry out their role effectively. The school will engage with the DfE’s [careers training offer](https://www.careersandenterprise.co.uk/educators/careers-leaders/careers-leader-training/) in order to support the growth of the careers leader.

The careers leader will understand what effective careers leadership looks like in a school and will support the embedment of careers in the school’s structures and ensuring a strategic focus on outcomes.

The careers programme will be aligned with the school’s vision, priorities and development plans with the aim of establishing a whole-school approach where the careers programme can play an important part in addressing wider improvement priorities, including:

* Attendance
* Behaviour
* Wellbeing
* Inclusion
* Attainment

The school will ensure that experiences and encounters within the careers programme are well-sequenced and build on prior knowledge, with clear learning outcomes for every student.

Parents will be provided with relevant, up-to-date careers information, supported in making the best use of this information and encouraged to participate in the opportunities available.

A careers adviser will be appointed to support the careers leader and to provide individual, tailored careers guidance to students. The careers adviser is **Cheryl Moolman**.

The headteacher will work with enterprise coordinators to build careers and employer engagement plans to broaden the range of guidance that students have access to.

# Using labour market information

The school will ensure every student, and their parents, has access to high-quality information about future study options and labour market opportunities. Students and their parents will be referred to an informed advisor to help them make best use of the information available.

Students with SEND and their parents will be offered tailored or additional information where required.

During each key stage, all students will access and use information about careers, pathways and the labour market to inform their own decisions on study options or next steps.

Parents will be encouraged to access and supported to use information about careers, pathways and the labour market to inform how they support their children.

Career and labour information will cover a diverse range of progression pathways, including technical routes, to strengthen the capacity of students to make effective choices and transitions.

Labour market information (LMI) will be used to help students understand:

* What jobs and skills employers are looking for
* Wage rates
* Skills gaps
* Future trends, including growth-driving sectors

LMI will include local information that showcases growth sectors in the local economy and helps students understand local skills needs and local businesses. The careers leader will use LMI during each key stage to ensure that students can make informed decisions at each stage.

The careers leader will also ensure that there is an equity of access to LMI by tailoring it to individual circumstances. Information, opportunities and supported will be personalised and sequences to meet the needs of each student with SEND and their family. The careers leader will work closely with the SENCO, students and their parents to prepare students with SEND for adulthood and to provide tailored support to make positive transitions.

To ensure everyone can make best use of the available information, the school will ensure that students are supported by informed careers advisors who have expertise in interpreting LMI and using this with students to help them to make effective career decisions.

The school will consider how best to support parents in accessing and using career and LMI, e.g. by providing additional information or support in an accessible format.

# Addressing the needs of students

The school will ensure all requirements to meet ‘Benchmark 3: Addressing the needs of each student’ as outlined in the DfE’s ‘Careers guidance and access for education and training providers.

The school’s careers programme will aim to raise the aspirations of all students whilst being tailored to individual needs and different stages. The programme will inform students of the range of opportunities available to them, encouraging them to navigate concerns about any barriers to career progression and make choices relevant to what they feel they can achieve.

The school’s careers programme will actively seek to challenge misconceptions and stereotypical thinking, showcase a diverse range of role models and raise aspirations.

Systematic records of the participation of students in all aspects of the careers programme will be kept. This will include the individual advice given to each student and any subsequent agreed decisions. Students will have access to these records and use them ahead of any key transition points to support their next steps and career development. This information will be integrated into a student’s records where they change schools during the secondary phase and provided to the new school.

The school will collect and analyse destinations data to assess how well the careers programme is countering stereotypes and raising aspirations. The data will be reviewed by the headteacher and careers leader on a **termly** basis who can then base further development of the school’s career guidance plan on the results and areas of success or failure.

# Providing targeted support

The school will work with the LA, children’s social care and VSHs to identify Students who are in need of targeted support or those who are at risk of not participating in post-16 pathways, such as:

* LAC
* PLAC. Care leavers.
* Students from Gypsy, Roma and Traveller backgrounds.

Agreements will be made on how these students can be referred for support drawn from a range of education and training support services available locally. The school will share the relevant data on these students with the LA and local education and training providers where support costs may be required, such as care leavers and students who are eligible for FSM.

The school will work with Jobcentre plus under their ‘Support for Schools’ programme.

The school will ensure that students understand the programmes available to support them and the financial costs associated with staying in post-16 FE. To support students who are likely to need support with post-16 participation costs, such as those with SEND, the school will work with the LA and local post-16 education or training providers to share student data and ensure these students receive such support.

Students will be made aware of the 16-19 Bursary Fund, which has been devised to support those individuals with a financial hardship. They will be advised of how to access this funding and who they should speak to find out more information.

Data on student aspirations, intended and immediate education and training or employment destinations will be maintained accurately to inform personalised support.

Destinations data will be retained by the school for at least three years after a student has left school. This data, e.g. the percentage of students attending sixth form in the following term, will be published on the school's website alongside the school’s careers programme.

Data retained will be collected, stored and managed in line with the Data Protection Policy and Records Management Policy.

The school will collect and analyse destinations data to assess how well the careers programme is countering stereotypes and raising aspirations. The data will be reviewed by the headteacher and careers leader on a **termly** basis who can then base further development of the school’s career guidance plan on the results and areas of success or failure.

Providing targeted support

The school will work with the LA, children’s social care and VSHs to identify students who are in need of targeted support or those who are at risk of not participating in post-16 pathways, such as:

* LAC and PLAC.
* Care leavers.
* Students from Gypsy, Roma and Traveller backgrounds.

Agreements will be made on how these students can be referred for support drawn from a range of education and training support services available locally. The school will share the relevant data on these students with the LA and local education and training providers where support costs may be required, such as care leavers and students who are eligible for FSM.

# Supporting students with SEND

The school will ensure that careers guidance is differentiated, if appropriate, and based on high aspirations and a personalised approach. The SEND local offer will be utilised; annual reviews for a student’s EHC plan will be informed by good careers guidance.

The careers leader will work closely with the SENCO and other staff to support students with understanding different career pathways and how to develop the necessary skills, knowledge, experience, and qualifications to succeed and fulfil their potential. The school will work with families of students to help them understand what career options are available.

Surveys will be conducted to find out individual students’ aspirations. The results of the surveys will create careers guidance and experience that will be tailored to students needs based on their own aspirations and abilities.

Careers guidance will take account of the full range of relevant education, training, and employment opportunities. It will inform students about the ways employees with SEND are supported in the workplace, and how jobs can be adapted to fit a person’s abilities. Guidance will focus on a student’s career aspirations and the post-16 options which are most likely to give the student a pathway into employment or HE.

The school will build partnerships with businesses and other employers, employment services, and disability and other voluntary organisations. Students will be prepared for encounters with employers and provided with any special support that will allow them to benefit fully from the experience.

Students with SEND will have the opportunity to hear from adults with disabilities who have succeeded in their careers as part of the school’s successful careers strategy.

When arranging work experience for students, the school will work with the employer to determine any additional support that will be needed during the work placement.

The school will ensure that transition planning is built into EHC plans with clear, agreed outcomes that are ambitious, stretching and prepare students for adulthood.

# Linking curriculum learning to careers

The school will ensure all requirements to meet ‘Benchmark 4: Linking curriculum learning to careers’ as outlined in the DfE’s ‘Careers guidance and access for education and training providers.

The school will work to encompass careers education and guidance into subjects across the curriculum. All teachers will be asked to support the career development of young people in their role and through their subject teaching. Teachers with industry experience will play a part in building careers guidance into the curriculum.

Students will be taught to understand how the subjects they are studying provide a sound basis for careers, as well as how they can enrich and enhance their lives and prepare them for adult life in general. Careers, employability, and enterprise lessons will be embedded into the PSHE curriculum

Careers will form part of the school’s CPD programme for teachers, subject staff and all staff who support students.

All students will be aware of the importance and labour market value of achieving a good standard in English and maths.

Students are expected to study the core academic subjects at GCSE, including English, maths, science, PSHE, Careers. Beyond the core subject studies may include- History/ Geography/ Farm/ horticulture/ Outdoor Adventure/ Drama/ Art/ and Cooking/ DT resistant materials/ Languages/ Sports. Students will be informed that if they do not achieve a grade 4 or higher in GCSE maths and English by the end of KS4, they will be required to continue working towards this aim as part of their 16-19 study programme. Students will be taught to understand how these subjects provide a sound basis for many careers, as well as how they can enrich and enhance their lives and prepare them for adult life in general. Careers, employability, and enterprise lessons will be embedded into the PSHE curriculum

The school will ensure that, by the age of 14, every student has had the opportunity to learn how various STEM subjects aid their entry into a wide range of careers and enable them to be more effective workers. The same will be applied for every student in their chosen subjects by the end of their course of study. The same will be applied for every student in their chosen subjects by the end of their course of study. The Careers and Enterprise Company (CEC) have collaborated with STEM Learning to produce a series of [STEM toolkits](https://resources.careersandenterprise.co.uk/resources/stem-careers-toolkit)

# Enabling encounters with employers and alumni

The school will ensure all requirements to meet ‘Benchmark 5: Encounters with employers and employees’ as outlined in the DfE’s ‘Careers guidance and access for education and training providers’.

The school will ensure that every student has multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace.

Every year, from the age of 11, students will participate in at least one meaningful encounter with an employer. These encounters will include:

* Careers events such as careers talks, careers carousels and careers fairs.
* Alumni activities.
* Transitions skills workshops such as CV workshops and mock interviews.
* Mentoring and e-mentoring.
* Employer delivered employability workshops.
* Employer encounters with parents.
* Employer involvement in the curriculum.
* Business games and enterprise competitions.

Meaningful encounters will give students the opportunity to learn:

* What work is like.
* What skills are valued in the workplace.
* What the recruitment process involves.
* What it takes to be successful.

Students will be provided with opportunities to meet a variety of employers, employees and the self-employed. The school will develop strong links with local, regional and national employers across a range of different industries and sectors, as well as professional networks. In particular, students will have opportunities to learn about jobs and careers in the government’s eight priority sectors for economic growth:

* Advanced manufacturing
* Clean energy industries
* Creative industries
* Defence
* Digital technologies
* Financial services
* Life sciences
* Professional and business services

Encounters will be in person, or a combination of in person and virtual. Virtual encounters will be used only in addition to, not as a replacement for, in person encounters.

The school will seek to ensure that meaningful encounters:

* Have a clear purpose, which is shared with the employer and students.
* Are underpinned by learning outcomes that are appropriate to the needs of students.
* Provide opportunities for two-way interactions between students and the employer.
* Are followed by time for students to reflect on the insights, knowledge or skills gained via the encounter.

# Providing work experience

The school will ensure that all students have had at least one first-hand experience of a workplace by the age of 16, additional to any part-time jobs they may have.

The school will ensure that, by the age of 18, or before the end of their programme of study, every student has had at least one further first-hand experience of a workplace, additional to any part-time jobs they may have.

From September 2025, the school will ensure that students are receiving two weeks’ worth of work experience broken down into:

* One weeks' worth of work experience activities in years 7 to 9
* One weeks’ worth of work experience placement(s) in years 10 and 11.

Where required and appropriate, virtual experiences of the workplace will be used to complement the in-person experience. This method will not be used for T-level industry placements. Mandatory industry placements for students undertaking T Levels will differ from traditional work experience, and involve more long-term and immersive placements that are designed to lead to a particular type of employment

The school will encourage students to experience a wide variety of workplaces and support them to plan for, reflect upon, and learning from these experiences.

Work experience will be designed to meet the needs of individual students, with consideration each students SEND. The school carefully match the placement to each student’s ability, needs and aspirations. The school will work with the employer to put in place additional support within the work placement for students with additional needs, where required, and help prepare the student for the work placement.

16-19 study programmes will require high-quality and meaningful work experience. A flexible approach will be adopted for younger students. Experiences of the workplace by the time the student is aged 16 will include the following:

* Workplace visits
* Job shadowing
* Career-related volunteering and social action
* Café on site experience
* Farm on site experience
* Horticulture on site experience

Experiences of the workplace by the time the student is aged 18 will include the following:

* Internships and holiday placements
* Work experience that takes place during term time
* Longer work placements

# Enabling encounters with further education (FE) and higher education (HE)

The school will ensure all requirements to meet ‘Benchmark 7: Encounters with further and higher education’ as outlined in the DfE’s ‘Careers guidance and access for education and training providers’.

The school will ensure all students understand the requirement to remain in education or training until their 18th birthday and what this requirement means for them. The school will ensure students are aware that this does not mean they need to stay in school, and that they may:

* Study full time in a school, college or with a training provider.
* Undertake an apprenticeship, traineeship, or supported internship.
* Work or volunteer 20 hours or more a week, combined with part-time accredited study.

The school will provide students with a range of information and opportunities to learn about the academic and technical pathways for education, training, and career paths throughout their school life, to prevent last minute decision-making. The school will not present HE more favourably compared to FE or other technical routes, nor will it disproportionately promote its own sixth form over other options.

By the age of 16, every student will be provided the opportunity to have a meaningful encounter with providers of educational opportunities, including sixth forms, colleges, universities, and apprenticeship providers.

The school will ensure that, by the age of 18, all students who are considering applying for university have been provided the opportunity for at least two visits to universities. In addition, before the end of their programme of study, all students will have been provided the opportunity to encounter a range of higher and further education and training providers.

Students will be encouraged to use information tools, such as websites and apps, which display information about opportunities, such as the National Careers Services’ [Find a Course](https://nationalcareers.service.gov.uk/find-a-course). Education and training providers will have access to all students in Years 8 to 13 for the purpose of informing them about approved technical education qualifications and apprenticeships.

The school will ensure that there are opportunities for providers to visit the school and speak to students in Years 8 to 13by maintaining connections with providers of FE and apprenticeships, and arranging regular visits, presentations, and workshops. A range of opportunities for visits from providers offering other options, such as FE will also be provided.

A policy statement will be published on the school website and will include:

* Any procedural requirements in relation to requests for access.
* Grounds for granting and refusing requests for access.
* Details of premises or facilities to be provided to a person who is given access.

# Providing personal guidance

The school will ensure all requirements to meet ‘Benchmark 8: Personal guidance’ as outlined in the DfE’s ‘[Careers guidance and access for education and training providers](https://www.gov.uk/government/publications/careers-guidance-provision-for-young-people-in-schools)’

Careers advice provided by the school will be unbiased and always maintain the best interests of individual students. The school **will not** promote career or progression routes as better or more favourable than others; however, students will be advised, where evidence supports it, whether a chosen course has the potential to lead to poor career outcomes.

Every student will have opportunities for guidance meetings with a career’s advisor whenever significant study or career choices are being made. These meetings will be scheduled to meet students’ individual needs, and the careers leader will work closely with the career’s adviser, SENCO and other key staff to ensure personal guidance is effective and embedded in the careers programme.

Personal guidance meetings will take place by the time the student reaches age 16, with the opportunity for a further meeting by the age of 18.

Information about personal guidance support, and how to access it, will be communicated to students, parents and other stakeholders, including through the school website.

All students will be provided with opportunities for personal guidance interviews with a qualified careers adviser. Such interviews will take place by the time the student reaches age 16, with the opportunity for a further interview by the age of 18.

Careers advisers will meet the professional standards outlined by the [Career Development Institute](http://www.thecdi.net/Professional-Register-). The school will integrate personal guidance interviews within the pastoral system so that they can be followed up by the form tutors or equivalent.

Careers advisers working with students with SEND will use the outcome and aspirations in the EHC plan to focus discussions. Careers advisers working with LAC or care leavers ill use their personal education plan to focus discussions. These students will have a named adviser who will build a relationship with them to better understand their individual needs.

# Sharing information

The school will provide the relevant information about all students to the LA support services including:

* Basic information, such as the student’s name or address.
* Other information that the LA requires to support the student to participate in education or training to track their progress.

The school’s privacy notice will offer students and their parents the opportunity to ask for personal information not to be shared.

Students with SEND will have their data monitored by the LA up until the age of 25.

LAs will be notified, as early as is possible, whenever a 16- or 17-year-old student leaves an education or training programme before completion. The school will agree on local arrangements for ensuring these duties are met.

# Compliance with legal duties and statutory guidance

Where someone has a complaint about the school’s careers provision, such issues will be handled locally in accordance with the school’s Complaints Procedures Policy. All complaints will be easy to submit and considered impartially.

Under Section 42B of the Education Act 1997 and the Skills and Post-16 Education Act 2022, the school has a duty to provide students in Years 8 to 13 with access to providers of post-14, post-16 and post-18 education and training. This will provide students with additional information about approved technical qualifications and apprenticeships, enabling them to build a picture of the kind of training that may suit them best, ultimately reducing the risk of them dropping out of courses.

All students in Years 8 to 13 will receive at least six encounters with accredited providers of technical education and apprenticeships. These encounters will be divided accordingly:

* In Year 8 or between 1 September and 28 February during Year 9, all students must attend two mandatory sessions by accredited providers
* In Year 10 or between 1 September and 28 February in Year 11, all students must attend two mandatory sessions by accredited providers
* In Year 12 or between 1 September and 28 February during Year 13,there will be two sessions held by accredited providers – these will be optional for students to attend

The school will be clear on the following:

* Who is to be given access to students
* Which students access will be given to
* How this will happen and when

The school will ensure that providers provide the following information to students and parents:

* Information about the provider and the technical qualifications and apprenticeships that they offer
* Information about the potential careers to which those technical qualifications or apprenticeships might lead
* What learning and training with them is like
* Any answers to questions that students and parents may have

The school will ensure that provider visits are available to all students in the relevant year group and will not do anything which may limit the ability of students to attend. The school will not, under any circumstance, restrict invitations to selected groups of students or hold events outside of normal school hours.

The school will prepare a policy statement which sets out the circumstances in which education and training providers will be given access to students. This policy statement will be published on the school website and will include:

* Details on how the school will meet the legal requirement to provide six encounters with providers between Year 8 and 13.
* Any procedural requirements in relation to requests for access, e,g. the main point of contact at the school to whom requests should be directed.
* Grounds for granting and refusing requests for access, e.g. details of timetabled careers lessons, assemblies or careers events which providers may attend.
* Details of premises or facilities to be provided to a person who is given access, e.g. rooms and resources.
* How the school will work with each visiting provider.
* A list of providers who have previously visited the school.
* Destinations of previous students.
* Details about live online encounters with providers.
* Information on how a provider can raise a complaint and the procedure to go through.

# Provider Access Policy

This policy sets out the school’s arrangements for managing the access of providers to students. Under Section 42B of the Education Act 1997 and the Skills and Post-16 Education Act 2022 we have a duty to provide students in Years 8-13 with access to providers of post-14, post-16 and post-18 education and training. This policy statement sets out how we manage access requests from these providers. For more information, please see our schools Provider Access Policy.

# Monitoring and review

The CEO, in conjunction with the headteacher and careers leader, will review this policy on an **annual** basis, considering the success of supporting students in accessing post-16 education and training. The headteacher will make any necessary changes to this policy and will communicate these to all members of staff.

The next review date for this policy is 20th August 2026

**Careers Survey – Plans for Your Future**

This survey is intended to help you begin thinking about your career path when you leave school. Each year, this survey information will be updated to reflect your changing perspective on your aspirations as you get closer to leaving school. This information will also serve as a guide to your teachers in deciding which classes and educational experiences you should have to help you be successful in the kind of life you want to have after secondary school.

|  |  |  |  |
| --- | --- | --- | --- |
| **Name:** |  | **Date of birth:** |  |
| **Year group:** |  | **Date:** |  |

**Careers**

|  |  |
| --- | --- |
| **When will you complete your GCSEs?** | **20**\_\_\_ |

Please tick as many boxes as you wish below, and answer the relevant questions, to indicate what you would like to do following completion of your GCSEs.

|  |
| --- |
| **Job role** |
| **What kind of job role appeals to you?** |
|  |
| **What support and qualifications, if any, do you think you need to achieve this career path?** |
|  |

|  |  |
| --- | --- |
| **Sixth form** | |
| **Which sixth form?** |  |
| **What would you like to study?** | |
|  | |
| **What support and qualifications, if any, do you think you need to begin your chosen programme of study?** | |
|  | |

|  |  |
| --- | --- |
| **University** | |
| **Which university?** |  |
| **What would you like to study?** | |
|  | |
| **What support and qualifications, if any, do you think you need to begin your chosen programme of study?** | |
|  | |

|  |  |
| --- | --- |
| **College** | |
| **Which college?** |  |
| **What would you like to study?** | |
|  | |
| **What support and qualifications, if any, do you think you need to begin your chosen programme of study?** | |
|  | |

|  |  |
| --- | --- |
| **Apprenticeship** | |
| **Which sector?** |  |
| **What support and qualifications, if any, do you think you need to begin your chosen apprenticeship?** | |
|  | |

|  |  |
| --- | --- |
| **Military** | |
| **Which branch?** |  |
| **What support and qualifications, if any, do you think you need to begin your chosen military course?** | |
|  | |

**Hobbies**

|  |
| --- |
| **What do you enjoy doing in your spare time?** |
|  |

|  |
| --- |
| **Do you wish to pursue a career in relation to any of these hobbies? If yes, please indicate below.** |
|  |

|  |
| --- |
| **How could the school help you to develop your hobbies?** |
|  |

**Year 11 only**

|  |  |
| --- | --- |
| **Have you arranged work experience for date to date? (Please circle)** | **Yes/No** |
| **If ‘yes’, where will you be working?** |  |
| **If ‘no’, how can the school help you to arrange work experience?** |  |

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**Destinations Survey – Plans for Your Future**

This survey is intended to gain an insight into the career paths of students who have completed their time of study at Dovecote School. This survey will also support our school in providing evidence for how our current careers programme has impacted on past students. Please fill in the questions below and return the survey back to the school.

|  |  |  |  |
| --- | --- | --- | --- |
| **Name** |  | **Date of birth** |  |
| **Year group** |  | **Date** |  |
| **Address** |  | | |

|  |  |
| --- | --- |
| **1: Study** | |
| **Are you applying for a place at a university or college? (Please circle – If ‘no’, please go to section 2)** | **Yes/No** |
| **Have you been offered a place at a university or college? (Please circle)** | **Yes/No** |
| **How many offers have you received?** |  |
| **Are the offers you have received conditional or unconditional?** | **1.**  **2.**  **3.**  **4.**  **5.** |
| **If the offer is conditional, are you confident that you will achieve the grades necessary for the course? (Please circle)** | **Yes/No** |
| **Will you accept an offer? (Please circle)** | **Yes/No** |
| **If you answered ‘no’ to question F, why will you not be accepting an offer?** |  |
| **What university or college would you like to be studying at?** |  |
| **What is the title of the course you will be studying?** |  |
| **Is the course full time?** | **Yes/No** |
| **What career path do you wish to pursue with your chosen programme of study?** |  |

|  |  |
| --- | --- |
| **2: Employment** | |
| **Are there any job roles you wish to pursue? (Please circle)** | **Yes/No** |
| **If you answered ‘yes’ to question A, please give details of your desired job role.** |  |
| **Have you secured a job role? (Please circle – if ‘no’, please don’t answer question D, E or F)** | **Yes/No** |
| **What is the job title?** |  |
| **What is your role?** |  |
| **Is this job role what you aspired to achieve during your time at our school? (Please circle)** | **Yes/No** |

# 

**Careers Audit**

|  |  |  |
| --- | --- | --- |
| **Employment related skill** | **Description** | **Was this included in my career’s advice?** |
| **Self-management** | **Ability to take the responsibility for setting and achieving personal goals:**   * I can evaluate my performance in tasks. * I can accept and deal with authority. * I can accept feedback in a constructive manner. * I can set goals and manage my schoolwork and social life. | **Yes/No** |
| **Initiative and enterprise** | **Ability to seek and take advantage of opportunities:**   * I can identify opportunities and act on them. * I am willing to take risks and learn from mistakes. | **Yes/No** |
| **Learning** | **Ability to achieve new skills and/or knowledge:**   * I am open to new tasks and use knowledge to further my technical skills. * I can use different methods to learn new things. * I can access information on courses to further my learning. | **Yes/No** |
| **Communication** | **Ability to express and understand information:**   * I can speak to a group confidently. * I have debated in front of large audience. * I can speak and write in another language. * I can follow verbal instructions. | **Yes/No** |
| **Teamwork** | **Ability to work effectively with others to get things done:**   * I can work with other people to sort out a problem. * I can work and collaborate with others on group tasks. * I can value the work of others and share resources. | **Yes/No** |
| **Planning and organisation** | **Ability to coordinate and prioritise tasks and resources:**   * I can make decisions. * I can manage my time and priorities. * I can collect, analyse, and organise information using appropriate methods. * I can organise equipment and materials needed for a task. | **Yes/No** |