

Title:	Careers Policy
Associated Policies:	
1	Policy Statement
	<p>At Northampton School for Girls we aim to ensure that all of our students receive the very best advice on their future, tailored to their individual needs. We recognise that whilst many of our students will continue their education at university, we also provide guidance on the local job market, apprenticeships which may be available to them and information on international opportunities they may wish to explore in a gap year. We deliver our careers provision through local fairs and conventions; via PHSE; through the curriculum; with visits to universities and through seminars delivered by local employers. We also have an independent and impartial careers advisor who is happy to discuss options with individuals in a one-to-one meeting.</p> <p>We are fully aware that good career guidance is important if young people are to raise their aspirations and capitalise on the opportunities available to them. As the Gatsby report made clear, <i>'...changes in technology and in the labour market mean that increasing numbers of jobs require specific education and training. This has produced new vocational options which, at present, are not well understood by many young people... Furthermore, the decision to go to university now means a major financial commitment, rather than being a safe default choice.'</i> (John Holman, <i>Good Career Guidance</i>, The Gatsby Foundation).</p>
2	Who does this policy apply to?
3	Who is responsible for carrying out this policy?
4	What are the principles behind the policy?
	<p>In order to provide all of our students with the right advice, we have audited our careers provision with the Gatsby Benchmarks in mind. This enables students to identify a pathway that is right for them and allows them to manage their careers and sustain employability throughout their lives. In order to deliver careers guidance which recognises the value of the Gatsby Benchmarks, we work with the Sutton Trust, Northamptonshire Enterprise Partnership and the National Careers Service.</p> <p>The Gatsby Benchmarks state that each school should:</p> <ol style="list-style-type: none"> 1. Have a stable careers programme. 2. Learn from career and labour market information. 3. Address the needs of each pupil. 4. Link curriculum learning to careers. 5. Provide encounters with employers and employees. 6. Facilitate experiences of workplaces. 7. Arrange encounters with further and higher education. 8. Deliver personal guidance. <p>For more information on the Gatsby Benchmarks, please see www.gatsby.org.uk/uploads/education/reports/pdf/gatsbygoodcareerguidance8pagea5.pdf</p>

5	Procedures (standards)
	<p>5.1 In line with the Benchmarks detailed above, NSG responds to the recommendations in a number of ways.</p> <ol style="list-style-type: none">1. Students are provided with opportunities to develop the knowledge, resilience and skills required to become effective workers in a world where employment opportunities are constantly changing.2. Students and parents are introduced to the variety of job opportunities available to them through assemblies, seminars and careers conventions.3. NSG works closely with the NEP to ensure labour market information is relevant and up to date.4. Students are encouraged to explore options by using the NCS website and the Careers Library, as well as receiving information in PHSE. This is followed up with meetings with our Careers Advisor.5. Students are encouraged to think about how their education applies to their working life through practical sessions in Applied Week, as well as through content embedded in the curriculum.6. We regularly hold careers conventions, and Further Education Fairs, as well as inviting employers from around the county to deliver lunchtime lectures.7. Students are assisted in finding work experience in year 12. They are given two weeks off timetable in order to maximise the potential of this opportunity.8. Students are taken to a National Careers Fair, and universities regularly visit the school to offer advice and support. <p>5.2 In short, this means that our students can expect to be assisted with their choice of careers every step of the way. They may select to participate in an enterprise related project in Applied Week in year 8, before we introduce our students to a work-related project in Year 9. Following that project, we use PHSE to introduce the students to Career Guidance Providers such as Fast Tomato or icould, in order to help them make an informed decision about their job prospects. We also spend a whole week of the Spring Term focusing on career opportunities in each area of the curriculum, and we host a GCSE Choices evening, in order to ensure that our students make a decision that will enable them to follow a path of their choosing.</p> <p>5.3 Moving into the GCSE years, our Careers Adviser uses PHSE to inform all students on how to use the web safely and productively to obtain further Careers Guidance, and they are also instructed in the art of CV writing. Furthermore, we raise our students' awareness about all options available to them post-16, including apprenticeships and Further Education Colleges.</p> <p>5.4 Post-16, we focus on providing the knowledge students require to make the right decision for their future; they attend a national careers fair where they can weigh up the benefits of university against an apprenticeship or direct entry in the job market.</p> <p>When students leave NSG they have been prepared for the world of work, and we are confident that they will have chosen a path suitable to their skills and objectives.</p> <p>Links: PHSE overview: https://docs.google.com/document/d/1SLcGznpv2NMVhWNpV6IYIDeRheTVdAapOYQKh2lCrNc/edit?ts=5773cefe GCSE choices booklet: http://www.nsg.northants.sch.uk/wp-content/uploads/2016/02/Year-9Choices-2016-presentation.pdf The Gatsby Benchmarks: www.gatsby.org.uk/uploads/education/reports/pdf/gatsbygoodcareerguidance8pagea5.pdf National Careers Service https://nationalcareersservice.direct.gov.uk</p>

	Please see Appendix 1 for useful sites which may be of assistance in Career Guidance.
6	Policy Review
	6.1 This policy will be monitored as part of the Academy's annual internal review and reviewed on a three year cycle or as required by legislature changes.
	Appendix 1
	Useful sites which may be of assistance in Career Guidance www.nationalcareersservice.direct.gov.uk - discover careers advice and information on a wide range of jobs, training course resources and funding. www.prospects.ac.uk – find out about the careers options each university course leads to. www.allaboutcareers.com – examine all job prospects and how to get there. www.icould.com – watch videos on careers and subjects. www.mystudentevents.com – this provides information events which are being run for students at universities around the country. www.amazingapprenticeships.com – a detailed website which talks students through the apprenticeship application programme, and lists apprenticeships which are available.