

Careers Policy

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V2	September 2025	Various updates throughout, highlighted in yellow.

Associated Policies

- Provider Access Policy
- Safeguarding and Child Protection Policy

1	Policy Statement
1.1	<p>At Northampton School for Girls, we are committed to delivering a high-quality, inclusive and aspirational programme of Careers Education, Information, Advice and Guidance (CEIAG) that empowers every student to make informed and ambitious choices about their future. Our careers provision is a key component of our wider curriculum and pastoral offer, underpinning our commitment to equity, opportunity and excellence for all.</p> <p>We are proud to be a girls' school with a thriving co-educational Sixth Form. In this context, we pay particular attention to the importance of challenging gender stereotypes, promoting diversity in career choices and ensuring that all students, regardless of background, additional needs or aspirations, are fully supported to access a wide range of destinations, including further and higher education, apprenticeships and employment.</p> <p>Aims</p> <p>The Careers Education programme at NSG aims to:</p> <ul style="list-style-type: none"> • Support every student to develop the knowledge, skills and attributes necessary for lifelong career planning and decision-making. • Raise aspirations and ensure all students are equipped to achieve ambitious, appropriate and sustainable destinations. • Provide high-quality, impartial guidance and access to current labour market information, both local and national. • Ensure all students experience meaningful encounters with employers, employees, further and higher education providers, and the workplace. • Embed inclusive practices that reflect the diversity of our student body and support students who face additional barriers or disadvantage.
2.	Legal and Strategic Framework
2.1	<p>This policy is guided by the Department for Education's statutory guidance, <i>Careers Guidance and Access for Education and Training Providers (2023)</i>, and reflects the eight Gatsby Benchmarks as the standard for effective careers education. Our provision is reviewed annually and evaluated against the Compass+ framework to ensure continuing improvement.</p>
3.	Who does this policy apply to?
3.1	<p>This policy applies to all students from Year 7 to Year 13, providing comprehensive careers support for learners aged 11 to 18. It ensures both group-wide and personalised guidance, with a strong emphasis on inclusivity, accessibility and tailored support at every stage of a student's journey.</p> <p>We are firmly committed to delivering a careers programme that is fully inclusive and equitable. Targeted support is provided for students with Special Educational Needs and Disabilities (SEND), those eligible for the Pupil Premium, students who are currently or previously looked after, and any young person who may face additional barriers to success. Our approach actively promotes social mobility, challenges disadvantage, and removes obstacles to opportunity.</p>
4.	Who is responsible for carrying out this policy?
4.1	<p>Responsibility for Implementation</p> <p>The successful implementation of this policy is a collective responsibility across the school community. A member of the Senior Leadership Team holds strategic and operational responsibility for the planning, delivery and evaluation of the careers programme.</p> <p>All teaching staff and tutors play a vital role in embedding careers learning across the curriculum and supporting students in their career development.</p>

	<p>The Senior Leadership Team provides oversight, ensuring the careers provision aligns with whole-school priorities and statutory requirements.</p> <p>The Governing Body, including a designated Careers Link Governor, holds the school to account for the quality and impact of the programme, offering strategic challenge and support in line with national benchmarks and guidance.</p>
5.	What are the principles behind the policy?
5.1	<p>Principles Underpinning the Policy</p> <p>This policy reflects Northampton School for Girls' unwavering commitment to providing an inclusive, impartial and high-quality careers education, information, advice and guidance (CEIAG) programme. Rooted in the revised Gatsby Benchmarks (2024), our provision is designed to empower every student to explore, plan and pursue a pathway that aligns with their individual aspirations, talents and circumstances.</p> <p>Our approach is grounded in the following key principles:</p> <p>Inclusivity and Equity: Every student, regardless of background, need or starting point, has access to personalised and aspirational guidance that equips them for future success. Targeted interventions are in place for those at risk of becoming NEET (Not in Education, Employment or Training), ensuring timely, tailored support to secure a positive post-16 or post-18 destination.</p> <p>Impartiality and Integrity: Careers education at NSG is free from bias and designed to promote the full range of opportunities available, including academic, vocational and technical routes, as well as employment, apprenticeships and higher education pathways.</p> <p>Student-Centred and Future-Focused: Our careers programme enables students to develop the skills, knowledge and confidence to navigate an evolving world of work. CEIAG is integrated into the curriculum and wider school experience to help students connect their learning to real-world opportunities and long-term goals.</p> <p>High-Quality Partnerships: We actively collaborate with a wide range of organisations to enhance our provision, including the Sutton Trust, South Midlands Careers Hub, Advisory Boards, Alumnae, and the National Careers Service. These partnerships ensure students benefit from diverse perspectives, current labour market insights and opportunities that extend beyond the classroom.</p> <p>Continuous Improvement and Accountability: Our programme is regularly audited, reviewed and evaluated using student voice, destination data and Compass+ analysis. This ensures our provision remains responsive, impactful and aligned with national best practice.</p> <p>We believe that effective CEIAG raises aspirations, widens horizons and challenges stereotypes. It motivates young people by giving them a clear, informed understanding of the routes to jobs and careers that will be engaging, meaningful and rewarding. Above all, it prepares students to make confident, well-informed decisions and successful transitions throughout their lives.</p>
6.	Procedures (Standards)
6.1	<p>Procedures</p> <p>At Northampton School for Girls, we are committed to delivering a structured, coherent and high-impact careers programme that supports every student throughout their educational journey. In line with the Gatsby Benchmarks, students can expect personalised, high-quality support at every stage, enabling them to make informed, aspirational and well-prepared decisions about their futures.</p> <p>Our careers provision is underpinned by the following standards:</p>

	<p>A Stable Careers Programme: A clearly defined and strategically planned programme, embedded across the curriculum and regularly reviewed to ensure relevance, impact and continuous improvement.</p> <p>Learning from Career and Labour Market Information: Access to accurate, up-to-date local, national and international labour market information, enabling students to explore future opportunities with confidence and insight.</p> <p>Addressing the Needs of Each Student: Individualised support that responds to each student's interests, strengths and circumstances, including targeted provision for vulnerable or disadvantaged learners.</p> <p>Linking Curriculum Learning to Careers: Curriculum areas explicitly highlight the relevance of subject knowledge to the world of work, fostering engagement, aspiration and real-world understanding.</p> <p>Encounters with Employers and Employees: Students experience a wide range of meaningful encounters with employers, alumni and professionals, designed to raise awareness of diverse career pathways.</p> <p>Experiences of Workplaces: Opportunities to visit, observe and engage with workplace environments, helping students develop employability skills and deepen their understanding of professional contexts.</p> <p>Encounters with Further and Higher Education: Engagements with universities, colleges and apprenticeship providers, supporting students in exploring and preparing for the full range of post-16 and post-18 options.</p> <p>Personal Guidance: One-to-one, impartial and qualified careers advice is available to all students, with particular focus at key transition points to ensure each student receives tailored support.</p> <p>Careers Provision Across Key Stages</p> <p>Our programme is carefully sequenced to build knowledge, skills and confidence across all year groups:</p> <ul style="list-style-type: none"> • Key Stage 3 (Years 7–9): Students are introduced to careers education through exploration of a wide range of sectors and roles. Activities focus on developing self-awareness, recognising transferable skills, and raising aspirations. The programme promotes curiosity and begins to establish links between personal strengths and future possibilities. • Key Stage 4 (Years 10–11): Provision focuses on preparing students for informed post-16 decision-making. Students engage with employability workshops, careers fairs, and one-to-one guidance. They explore academic, vocational and technical pathways and receive structured support in preparing applications for Sixth Form, college or apprenticeships. • Key Stage 5 (Years 12–13): Sixth Form students receive advanced, tailored guidance on post-18 opportunities, including UCAS applications, higher and degree apprenticeships, employment routes and international options. Careers support includes individual interviews, HE preparation events, mock assessments and expert-led workshops. Students are empowered to shape ambitious, well-informed futures.
7.	Monitoring & Evaluation
7.1	<p>The implementation of this policy will be jointly monitored by the Senior Leadership Team, ensuring alignment with statutory expectations and school priorities.</p> <p>Ongoing feedback from students, staff, external providers and other stakeholders will inform the continuous development and enhancement of the careers programme.</p> <p>This policy will be formally reviewed annually, or earlier if required in response to changes in legislation, statutory guidance or national careers frameworks.</p>
8.	Supporting Resources

8.1

The following websites provide high-quality, up-to-date information and tools that support the aims and effective delivery of this policy:

1. www.gatsby.org.uk/careers2024 - Guidance on the Gatsby Benchmarks.
2. www.nationalcareers.service.gov.uk - National Careers Service advice and tools.
3. www.icould.com - Career videos and labour market insights.
4. www.amazingapprenticeships.com - Apprenticeship opportunities and guidance.
5. www.careersandenterprise.co.uk - Resources for embedding careers into education.
6. www.prospects.ac.uk - Information on higher education and career options