



FORTIS
Academy

ENRICHING LIVES

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CAREERS POLICY

Applies to:	Fortis Academy
Staff member responsible:	Deputy Head (Progress)
Website?	On public website
Approval by:	The Academy Council
Review frequency:	Annually or sooner should the need arise
Date of approval:	November 2018
Date of next approval:	November 2019

Fortis Academy Policy for Careers Education, Information, Advice and Guidance Introduction

There has never been a time when careers guidance has been as important for young people as it is today. The landscape of education, training and employment is constantly moving with new technology changing the world of careers exponentially.

As a school we aim to raise aspirations, challenge stereotypes and encourage pupils to consider a wide range of careers. We encourage all students to take opportunities and to fulfil their potential.

The schools careers plan sets out how the school intends to provide a fit for purpose careers programme which will provide our students with the knowledge, inspiration and ability to make informed choices, enabling them to succeed on their chosen career path. The school careers plan is based on the Gatsby benchmarks which are integral to good careers education, information, advice and guidance.

The eight Gatsby benchmarks of Good Career Guidance

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 with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

Commitment

Fortis Academy is committed to providing high quality impartial careers education, information, advice and guidance in accordance with the 1997 Education Act, 2009 Education and Skills Act. Our aims are to meet all the Gatsby benchmarks for the delivery of CEIAG. Providing opportunities for students to make informed choices.

We aim to :

- enable students to research careers - evaluate their own personal skills
- achieve to the best of their own potential

Development

This policy was developed and is reviewed annually in discussion with the senior leadership team, teaching staff, support staff, students, parents, governors and other external agencies' e.g. The Careers and Enterprise Company.

Objectives Students needs

Careers education helps our students develop the knowledge and skills they require to make successful choices, manage transitions in learning and move into work. The programme is developed to meet the needs of individual students.

Entitlement

Students are entitled to careers education and guidance that is impartial and confidential. Activities will be embedded throughout the curriculum and will promote the raising of aspirations, challenging of stereotypes and the promoting of equality and diversity.

Parents/ Guardians/ Carers

We recognise that parents have a pivotal role in their children's decision making. Parents are entitled to access information at decision making points options at 14, post 16 and post 18 via parental evening sessions.

A member of the careers team will be available to speak to at all parents evening. Parents are able to book an appointment with the careers team in school.

Links with community, outside agencies and businesses

We have good links with national and local businesses and invite them to work with our students through careers talks, careers fairs and work experience. The school is linked with Network Rail and PWC who offer our students a variety of opportunities. We also work with local charities and community support groups.

We have excellent links with HE & FE establishments. We arrange visits to universities for masterclasses, conferences and open days. Students are encouraged to attend open days for colleges and universities.

The school has links with apprenticeship and traineeship providers who come into school to support our students.

We have strong links with Aim Higher West Midlands which supports our students to look at raising aspirations to consider university or degree level apprenticeships.

Technical and Further Education

A wide range of training providers and organisers are encouraged to speak to students from Year 7 to Year 13. Not only are they informed about academic options and careers but technical education qualifications and apprenticeships are also highlighted for consideration. Students participate in a wide range of workshops focussing on technical qualifications.

Please find below the lists of providers that we have closest links with:

Higher Education providers including:

University of Birmingham
Aston University
Birmingham City University
University College Birmingham
Newman University
Loughborough University
Exeter University
Cambridge University
Aberystwyth University
Leicester University

Further Education Providers including:

BMET College
Walsall College
Sandwell College
South & City College
University College Birmingham
Access to music

Training and Apprenticeship Providers including:

Nova Training
Gordon Franks Training
Rathbone Training
Crackerjack training
Reflections
Peter Pyne
LEMA
EEF

Implementation**Management**

The careers programme is managed by the work related learning manager who is responsible to the Deputy Head Teacher (progress) This area is supported by a link governor. The work related learning manager is responsible for planning and implementing the programme across the curriculum in conjunction with the Assistant Head Teacher (curriculum)

Staffing

All members of staff contribute to CEIAG through their roles as tutors, Personal development teachers and subject teachers. The CEIAG programme is planned, monitored and evaluated by the work related learning manager in consultation with the senior leadership team. Careers information is available in the library, the OLC and the careers office. Administrative support is also made available.

Staff Development

Staff training needs are identified in conjunction with the senior leadership team. The school endeavours to meet training needs within a reasonable period of time.

Monitoring, review and evaluation

The programme is reviewed annually by the work related learning manager. A report will be submitted to the senior leadership team and governors. Evaluation of CEIAG will be undertaken regularly. Our programme will be evaluated via our student audit process.

Resources

Funding is allocated in the annual budget planning round. The work related learning manager is responsible for the effective deployment of resources. Sources of external funding are actively sought.

Equal Opportunities

The careers programme supports the school Equal Opportunities policy.

Any organisation wishing to address students are encouraged to contact our Work Related Learning Coordinator, Mrs Hackett. A decision in relation to any requests will be made in relation to our Safeguarding Policy. Site maps and facility outline will be provided at the induction stage.

Contact Details

Mrs L Hackett (Work Related Learning Coordinator)

Email: l.hackett@fortis.shaw-education.org.uk

Telephone: 0121 366 7819

Approvals

Signature of Headteacher and Chair of Governors Date of approval by Governors – 27 November 2018

Date of next annual review – November 2019