



CAREERS EDUCATION INFORMATION POLICY

This policy is applicable to all students, staff and parents of The Wellington College Academy Trust.

DOCUMENT CONTROL	
Responsible position:	Approved by:
Deputy Head - CRA	Executive Principal
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RELATED POLICIES AND DOCUMENTS	
Policy Name	Date Issued

REVISION RECORD		
Date	Version	Revision Description

INTRODUCTION

At the Wellington Academy, one of its core values is to raise aspirations of our students. We strongly believe that every student has a dream and it is our role to support and guide them on their journey. At the Academy, each year group has a focus topic, whether it is building on work related skills or informing them on Higher Education and Apprenticeship pathways. On top of this, every student has the opportunity to say what their Dreams are so we can personalise our guidance to help them achieve their goals. Throughout the year we have tailor made talks, trips to give to an insight into the world of work, on site Careers advisors, work experience in both Year 10 and Year 12 as well as support beyond Year 13 with the Momentum scheme. (See 6th form tab on our website for more information)

In December 2017 the Department of Education introduced the Gatsby Benchmarks whereby setting out Careers Strategies based on 8 Benchmarks:

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each student
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experience in workplaces
7. Encounters with further and higher education
8. Personal guidance

The Wellington Academy CEIAG programme is a comprehensive programme which will support every student with their future aspirations and is strongly linked with the 8 Benchmarks.

Rationale

- To raise aspirations of our students
- For every student to leave the academy on their chosen pathway
- For every student to have had some meaningful exposure to Higher Education, Apprenticeships and Employment
- For every student to understand the link between the curriculum and where it can take them

In house support

- Link Governor for Raising Aspirations (September 2018)
- SLT member: role for Raising Aspiration and Partnerships (Career Leader qualification in progress)
- Year 7 – 11 Careers Advisor – Maria Hamblin (Level 4 Diploma in Careers Information Advice and Guidance but in the process of upskilling to Level 6. 22 years' experience in CEIAG)
- Year 12- 13 Engagement Officer – Shelly Willis (Level 6 Diploma in Careers Information Advice and Guidance)
- On site WIN advisor Sara Lambert Level 3 CEIAG - 3 days a week



Outsourced support

- WON (Western Outreach Network) activities for Year 7 – 13
- Career pilot sessions for Year 10 – 13
- Strong links with Winchester, Bath and Bath Spa University
- Teach First Programme
- Unifrog

Careers Education, information, advice and guidance programme

a) Over the Academic year there will be 2 weeks dedicated to focusing on dreams and aspirations. The programme entails community time activities, assemblies and career focused lessons.

Year 7	Daring to Dream
Year 8	Daring to Dream
Year 9	Options and beyond
Year 10	The world of Work
Year 11	Further Education options
Year 12	Your future
Year 13	Your future

- b) Throughout the year there are talks from employers, Universities, Apprenticeships and academics. Students from Year 7 – 13 will be invited to these talks based on their aspirations. This information is collated through the students dream jars, Careers advisor feedback and tutor/teacher advice. (Refer to Academic Plan for talks, trips, activities)
- c) Work experience is compulsory in Year 10 and Year 12. Students in Year 10 are matched up with local employers for a 7 day work experience. In Year 12 the students are to source the 14 day placement themselves. This gives them a more real life experience.
- d) Wheeler Programme: 5 students from Year 9 are chosen by the academy to take part in the Wheeler Programme run by Wellington College. It is a 5 year programme (Year 9 – Year 13) to support students on achieving their goals and aspirations. It entails 2 sessions at the college each year plus a 1 week summer residential. This will then lead them onto the Momentum programme.
- e) Parent Future Pathway evening where outside speakers talk about the different pathways students can follow as well as the labour market in the local and south west region.
- f) Curriculum time to be spent on careers and where the subject can take students. Employers are encouraged to come and talk to students during part of their curriculum eg Accountants in business studies lessons etc. Work qualifications such as Professional Catering have an amazing programme of visits and engagement with hotels and restaurants. They also cater for all the academy events as well as working with the Health and Social Care department in organising coffee mornings or lunch for the local care homes. Child Development students work with The Nest and Wellington Primary Academy.
- g) Every year there is a Careers fair for Year 9 – Year 13 with over 40 exhibitors from employers, universities and apprenticeships.
- h) Curriculum areas are also setting up clubs for students to run related to careers eg Medical Society.



- i) The Careers department monitors and tracks students' aspirations and evaluates the usefulness of talks, trips and activities.
- j) The Wellington Academy uses the Compass Tool to monitor and highlight action points against the Gatsby Benchmarks.