



Harmonize Academy Careers Policy

Vision Statement

Harmonize Academy will work and create opportunities for students to overcome their adverse life experiences. Students will be able to make real careers choices to fulfil and realise their academic and careers- based potentials in this evolving world.

Strategic Objectives

Students are utilising opportunities and accessing support when making their choices to lead to promising pathways and careers. (Benchmark 2, 3).

Linking curriculum learning to careers by embedding a stable careers programme accessible to all students. (Benchmark 1,2,3,4).

Students to become more ambitious by exploring Further & Higher Education settings and developing links with employers. (Benchmark 5,6, 7 & 8).

Current priorities

Our careers strategy is informed by these current priorities

- 1) Offering a 1:1 guidance interview with a qualified Careers Connect for all young people in Year 9-11
- 2) supporting individual aspirations, improving attainment, and ensuring positive destinations
- 3) Meeting the needs of specific groups, including looked-after children, young carers, children from deprived backgrounds and children with special educational needs and disabilities

- 4) Developing learners' career management skills, especially those associated with career adaptability, resilience, enterprise, and employability
- 5) Improving young peoples' working lives by helping them to identify the values that are important to them, such as contributing to the wellbeing of others through their paid and voluntary work
- 6) Working with parents/carers, alumni and education, community, and business partners to meet students' career development needs
- 7) Arrange highly engaging activities to promote positive destinations
- 8) To further develop the Careers section on the school website.
- 9) Ensuring that Staff and students are engaging with Start Profile.

Implementation

- 1) Learners in Y10 & 11 will have the opportunity for a mock interview with appropriate individuals, from local business, colleges, Universities and advisors
- 2) Learners to be encouraged to make realistic, but inspirational, decisions based on ability, aims and career aspirations
- 3) Learners will have access to support in preparation for the transition to further education or training, including building on the softer skills which employers value.
- 4) Learners will have access to the 'START' programme to support careers decisions and applications
- 5) Where necessary, contact will be made between the advisors, CEIAG Co-ordinator and parents/carers to support applications and
- 6) External speakers will be invited in to support student learning and to support the thinking and decision-making process
- 7) The CEIAG lead maintains and oversees the tracking data of applications and destination data of leavers.

- 8) Career day is organised yearly to provide access to local businesses, colleges, training providers, universities and the armed forces for all year groups, Parents, and the community

- 9) Planning and implementation of work experience for Year 10 & 11, with a view to promoting independent learning skills and aspirational placements.
- 10) Organising workshops and seminars for learners to choose the right career pathways.

Development:

- 1) The career Leader has access to staff to support and develop the in-school activities and programme and to work together to organise activities.
- 2) The Career Leader work closely with Career Connect and other stakeholders to promote career education effectively.
- 3) Regular meetings will see the CEIAG lead supported in evaluating the programme and activities in which learners are engaged to inform future developments

Strategy

To achieve the objectives of this policy we will,

- 1) Set out clearly the contribution expected of all staff, including subject teachers and tutors for students' career learning and planning.
- 2) Communicate the benefits of effective provision to our partners, including feeder schools, and engage them in co-ordinating provision
- 3) Actively involve learners themselves in the planning, delivery, and evaluation of the careers programme.

Monitoring & Evaluation

- 1) Careers Education will be reviewed by termly meeting with a designated member of SLT or Line Manager.
- 2) Completed questionnaires from students
- 3) Actively involve learners in the planning, delivery and evaluation of careers programme
- 4) Ensuring that Careers Provision is evaluated using Compass tool by ensuring that weaker areas are improved.
- 5) Feedback from teachers and other stakeholders.
- 6) Data generated from **Compass+** and **Start Profile**.

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