



## Careers Policy

Date approved:	Approved July 2019
Review Frequency:	Every year
Date next review due:	July 2020
Scope of Policy:	This policy applies to all staff, students and volunteers at Riverside School

### Our Aim

At Riverside School is to provide an inclusive, effective and stable careers programme for all of our students from Year 7, right through to Year 13. The programme aims to raise student aspirations, broaden horizons and promote equal opportunities. We are working to develop a programme that is an integral part of the academic and wider curriculum to ensure students receive appropriate information and guidance, especially at decision and transition points. Students will develop the skills they need to take responsibility for their personal and career development. Our programme will be tailored to support key student groups to ensure all students enter further or higher education, training or employment.

### Leadership

We have a dedicated Careers Co-ordinator in school who facilitates and promotes our Careers Programme, as well as an independent Careers Advisor (who visits the school at set times) and a member of SLT who is responsible for overseeing the Careers Provision within the school. Every member of staff is aware of the responsibility they play towards building a comprehensive and coherent careers programme and understand the value of making the careers education explicit, relevant and dynamic.

### Delivery and guidance

Using the [Gatsby Benchmarks](#) of good career guidance, we have designed a detailed (and ever evolving) strategy that ensures that all students take part in activities that help inspire and educate them, opening their eyes to the boundless career opportunities that exist in today's ever changing landscape, and allow them to make informed career choices and decisions.

Each year group has a very different focus and will be taught to explore careers based on the stage that they are at, for example;

- An early introduction to careers,
- Option choices
- Career discovery
- Education on post 16 options
- Work experience
- Planning for the future



- Exploration of University, Apprenticeships and T-levels
- Application processes and CV writing
- Mock interviews

Students will also be offered bespoke opportunities throughout the school year, which may include; school trips, careers fairs, tailored civics lessons, workshops, carefully selected inspirational speakers, work experience, labour market information, one to one careers guidance, taster sessions on courses and visits to colleges and universities and lifelong learning, all of which are aimed at enabling a full rounded education and experience of possible future careers.

### **Monitor, review and evaluation**

The development of the careers programme has been highlighted in the school improvement plan (written in autumn term). The actions put forward are subject to review and evaluation every term. The impact Riverside's career programme on the students will be evaluated and assessed through a range of different strategies, which include, but are not limited to;

- Student questionnaires and feedback, with a focus on the suitability of activities, and an evaluation of the understanding of the content
- Parent questionnaires
- Interviews with targeted group of students, including; SEND students, Male/Female, Pupil Premium students and EAL Students
- The destination data for all groups
- Current, detailed and monitored tracking data information, that enables us to make sure that the right opportunities are being offered to each student.

This information will allow us to modify and tailor our careers plan, in order to more fully meet the individual needs of our students.

We will constantly update and evaluate our programme based on the introduction of new technology, education and careers information, which will enable us to make sure that we are able to provide the most relevant, up to date and inclusive programme for all of our students.