



**ST. HILD'S
CHURCH OF ENGLAND SCHOOL**

Careers Policy

At St. Hild's Church of England School we aim to provide all of our pupils with a world class education in a Christian context. We expect to find God at work in our school.

The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

"I have come that they may have life in all its fullness (John 10:10)"

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Introduction and Aims

Careers education and guidance is an essential part of every pupil's curricular and extracurricular studies. Our main aim is to prepare and motivate pupils to enjoy the opportunities, responsibilities and experiences of their future careers. The School will aim to prepare all pupils for the transition into further education and for adult life.

The aims of St Hild's Church of England School Careers Guidance are:

- To enable all pupils to learn and develop their employability skills to the best of their ability.
- To ensure all guidance is tailored to suit every individual
- To promote aspirations towards further, higher education, apprenticeships and employment so that when pupils embark on their next steps they are equipped with the necessary knowledge and skills to make informed career decisions.
- To motivate pupils by providing real life links with employers and to make the fullest use of available resources. This will enable them to make informed and considered decisions about themselves and their future work/training/education.
- To teach pupils employability skills within the curriculum, related to subject-specific career pathways.
- To enable pupils to develop personal thinking and independence when making informed career decisions.
- To increase confidence when meeting employers to develop interpersonal and communication skills with those other than their teachers or peers.
- To teach pupils about the developing climate in employment, including the use of local market information.
- To reduce barriers to employment and develop aspirations for all pupils regardless of ethnicity, gender and social divide.
- To help pupils assess themselves and appreciate the alternatives open to them.
- To ease the pupils' transition from school into the college, work training or the work environment.
- To ensure that all pupils have at least 5 encounters with local industry, which results in them being less likely to be NEET(Not in Employment, Education or Training)
- To allow all pupils the opportunity to visit local universities including the Russell Group.
- All KS5 alumni are monitored during post 16 routes, ensuring a positive outcome for the wellbeing and progression of all pupils.
- To work towards the Gatsby Benchmarks ensuring 100% is attained in all 8.

Mission Statement

The aim of Careers Guidance within St Hild's Church of England School is to secure independent careers guidance for all pupils. We intend to deliver advice and guidance to inspire, motivate and enable pupils to reach their perceived potential. We aim to increase aspiration through real-life contact within the world of work providing pupils with the tools to make informed decisions and to consider an ambitious range of career pathways.

Local Context

St Hild's Church of England, Voluntary Aided School is an 11-16 comprehensive school within the borough of Hartlepool. We aim to raise standards through a modern curriculum which meets the needs of all learners as well as through clear progression routes to both employment and further/ higher education.

We understand education to be the engine of our economy and the foundation of our culture as well as essential preparation for adult life. We commit to the moral purpose of ensuring improved life chances through education. We acknowledge our responsibility in educating the next generation of informed citizens and ensuring that our young people receive the preparation they need to secure gainful employment and a fulfilling career. St Hild's Church of England School vision is that everyone including pupils, parents and staff, within the School community will exceed their potential and embrace the adventure of learning.

Every student has a different learning journey. At St Hild's we treat every pupil as an individual and will support and challenge them to do their best. Every pupil will be supported to reach and surpass their learning goals. We work hard with our primary school and Further Education colleagues to ensure our pupils pathways are supported and continuous.

At St Hild's Church of England School we strive to ensure our pupils receive excellent Career Information, Advice and Educational Guidance (CEIAG) which will enable them to make informed choices in Year 11.

Their decisions may take them into Further Education, Apprenticeships, Training, or the world of work. This is their decision however, with the help of the colleges and training providers we will support and guide them to ensure that their choices are informed and right for them.

Within the Tees Valley there will be future opportunities in software, engineering, manufacturing, construction and hospitality. Curriculum provision, partnership working and a good CEIAG programme will support pupils in future employment opportunities.

It is recognised by local industry that there is a need for greater emphasis upon employability and key skills. Young people need to demonstrate these skills upon applying for employment. Problem solving, communication, time management, IT, self-confidence, creativity, flexibility and empathy are required by employers.

Within school we strive to ensure our pupils have the opportunity to develop employability skills through employer experiences, visits and specific workshops delivered by colleges and outside agencies including employers.

The 'Strategic Economic Plan for the North East' aims to create 100,000 new jobs by 2024. In order for our pupils to gain from these opportunities they need a strong skill set, high level qualifications, good CEIAG guidance and a major focus on STEM subjects. At St Hild's Church of England School we strive to ensure our pupils are equipped with these skill sets to enable them to be work-place ready.

Key people named in this Policy

- Careers Lead- Mrs G Sangster
- Careers Governor
- SENDCO – Mrs C Hornsby
- Leader of Alternative Provision- Mr D Richardson

This policy should be read in conjunction with:

- Safeguarding Children & Child Protection Policy

Signed.....Headteacher	Next Review Date: January 2021
Signed.....Chair of Governors	

Revision Date	Version	Status (biennial)	Material Reference/Bibliography
New Policy	69.0	Ratified at Full Governors on 11.02.19	
11/02/21	69.1	Ratified by IEB	

