

# MORE HOUSE SCHOOL POLICY

## Careers Education and Guidance

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### Rationale

More House School has a responsibility to set all pupils on a path that will secure the best outcome which will enable them to progress in education and work and give employers the highly skilled people they need. Careers education and guidance helps pupils, and their parents make satisfactory and appropriate choices. The career guidance offered at More House School and detailed below is in line with the requirements of Section 42A of the Education Act 1997, the Education (Careers Guidance in Schools) Act 2022 and the Skills and Post-16 Act 2022 to ensure that we provide an opportunity for a range of providers to access pupils to inform them about technical education and apprenticeships including the requirement to encounter a minimum of 6 providers during year 8 – 13.

### Intent

The differing nature of pupils' needs means that there is no single route suitable to all and the School seeks to offer advice, information, guidance, and education appropriate to the age and the need of each pupil through a range of activities with the intention of providing opportunities to:

- ◆ **Develop self-awareness** – pupils to have the opportunity to develop an understanding of their own strengths and weaknesses and make plans to improve themselves by building employability and life skills;
- ◆ **Carry out career exploration** – pupils to have opportunities to find out about, and possibly try out, future pathways in, for example work, further education, higher education, apprenticeships, training, voluntary work, etc.;
- ◆ **Plan Career management** – pupils to be able to make decisions about future choices, make effective job / course applications and cope with transitions ultimately to achieve positive, sustainable and fulfilling employment destinations.

### Implementation

More House School is committed to ensuring that all pupils receive a programme of advice and guidance that is stable, structured, and delivered by individuals with the right skills and experience. As such we use the following Gatsby Benchmarks as laid down by the Department for Education:

1. to embed a programme of career education and guidance which is known and understood by students, parents, teachers, governors, and employers;
2. to ensure that every pupil has access to good quality information about further study options and labour market opportunities including Technical qualifications;
3. to provide different career guidance needs at different stages of a pupil's development;
4. to ensure that all teachers link curriculum learning with careers;
5. to ensure that every pupil has multiple opportunities to learn from employers about work, employment and the skills valued in the workplace;
6. to ensure that every pupil has first-hand experiences of workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities and expand their network;
7. to ensure that all pupils understand the full range of learning opportunities that are available to them, both academic and vocational;
8. to ensure that every pupil has opportunities for guidance interviews with a careers advisor.

### Provider Encounters

In line with the Skills and Post-16 Education Act 2022, More House School will ensure that pupils will have a minimum of 6 encounters with a provider of technical education or apprenticeships between years Eight to Thirteen as follows:

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- ◆ Two encounters for pupils during the 'first key phase' (years Eight to Nine) to take place any time during Year Eight or between 1 September and 28 February during Year Nine;
- ◆ Two encounters for pupils during the 'second key phase' (years Ten to Eleven) to take place any time during Year Ten or between 1 September and 28 February during Year Eleven;
- ◆ Two encounters for pupils during the 'third key phase' (Year Twelve or Thirteen) to take place any time during Year Twelve or between 1 September and 28 February during Year Thirteen.

### Work Experience

It is vital that pupils of More House School have a good understanding of the working environment and the opportunities available to them when they have completed their full-time education. Providing an opportunity for work experience is important as it helps pupils test their skills, attitudes, and abilities against the pressures of a real working environment. It gives them a chance to find out what it is like to work as part of a team and what social relations at work are like.

The geographical catchment area from which More House School draws its pupils is exceptionally wide and pupils often travel many miles each day. It is therefore the policy of the School that parents and guardians support their children to arrange suitable and relevant work experience that can be realistically achieved in terms of time, geography, and travel, relating to interests and support needs, in accordance with guidance and support provided by the School. Heads of Year liaise with parents in Year Eleven to arrange experience for after public examinations are completed, and during a pupil's time in the Sixth Form, organised around their individual timetables. The shorter academic term-time complementing a longer, boarding-school day is identified as offering extended opportunities for pupils to experience the workplace outside of the School's academic terms.

The School is committed to supporting this process through tutors helping students to plan opportunities, School staff writing supporting letters to employers and references regarding pupils, and the School's staff supporting employers in planning such opportunities where requested, including promoting safeguarding.

This approach enables pupils to work closer to home and allows parents to be an important part of the process. The model also resolves the significant transport and other logistical difficulties posed by the School's attempting to arrange placements on pupils' behalf and means that placements are far more tailored to individual pupils' interests and circumstances rather than being more-generic opportunities offered by a pool of pre-planned placements.

### Impact

The provision of a comprehensive and planned approach to supporting all pupils to build their awareness of career opportunities, to raise their aspirations and to plan effective pathways through further and higher education, and into careers, is a commitment of More House School, and central to its focus on promoting the best possible outcomes for all pupils.