



CHESLYN HAY ACADEMY

MANAGEMENT POLICY

Careers and IAG

Rationale

Careers and IAG is defined as planned activity that uses the context of work to develop knowledge, skills and understanding useful in work, including learning through work, about work and for work. *All young people* need help with learning to become and remain active citizens in a rapidly changing society and have the opportunity for continued employment in the world of work in the 21st century. Cheslyn Hay Academy is committed to identifying, and keeping under critical review, an entitlement programme of work related learning to deliver the entitlement to all its students. The entitlement includes:

- careers education and guidance for all pupils
- work experience for all pupils
- the nine elements of Work Related Learning/Gatsby benchmarks

Objectives

The objectives of the policy are to:

- ensure that work related learning is incorporated through the curriculum via numerous approaches, including: Alternative Curriculum Days and workshops
- audit WRL to record what is in place and what needs to be added
- map employability and enterprise skills across the curriculum
- encourage all curriculum areas to make links in to the world of work
- promote the value of vocational qualifications
- provide all KS4 students with a well planned and evaluated period of work experience.

Implementation

The careers programme is co-ordinated by a senior member of staff in conjunction with the careers co-ordinator. Work experience is planned and implemented by the Careers coordinator alongside our Careers advisor. WRL is planned, monitored and evaluated by Careers coordinator in conjunction with Careers Enterprise Company (CEC). In Key Stage 4 tutors maintain an overview of each student's entitlement through a WRL profile which each pupil will have access to. Subject staff will endeavour to teach and develop aspects of their courses through work related contexts where appropriate.

Curriculum

The careers programme will form a major part of the schools ASPIRE programme, these include: focused lessons, work simulations, enterprise and problem-solving activities and special events e.g. WRL days. ** Some students will follow a personalised provision which incorporates work related courses through external providers across Key Stage 3 and 4. Students will also have access to the Start programme to track and monitor their progress.

Assessment

A framework is in place and learning outcomes have been identified for the entitlement programme. We will be working with our external Careers advisor and audit at regular intervals to ensure all objectives are being met.

Lead SLT member: Mr G Hood

Date of next review: 08.24

Reference: WRL policy CBK 08.23