



Careers Policy

ALP Leicester

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Context.

This policy will be reviewed as part of the whole-school self-assessment process and will be reviewed by the Executive Board when any additions or amendments are made.

This policy provides ALP Leicester with a framework for meeting statutory requirements and for achieving our school aims of enhancing learners' prospects by preparing them for the challenges and opportunities of working life.

The policy should be read in conjunction with

- Work Experience Policy
- PSHE Policy
- Careers Education Pathways
- Curriculum Framework document

ALP Leicester Profile.

ALP Leicester provides for young people with SEN who have experienced difficulties in other educational settings. As a result of their previous experiences they have often become disengaged from the education system. This is likely to have impacted on the quality of family life which we recognise requires our understanding. Our alternative provision offers young people a different approach to learning, with a flexible outlook, designed around the young person's individual needs. Our young people's age range is from 7-19 years old.

The school is committed to a Careers Programme which includes education as a vital means of giving all learners the skills, knowledge and understanding to manage their own lifelong learning and career development. Careers Information, Advice, Guidance and Education (CIAGE) will both complement and integrate with Personal and Social Development courses.

Introduction.

The Education Act 2011 places a statutory duty on maintained schools to secure access for students to independent and impartial career guidance that promotes the best interests of the pupil to whom it is given and includes information on all options available to them including apprenticeships and other work based learning.

Schools should ensure that all learners are aware of our school opportunities that could help them with their career aspirations, such as the National Citizen Service, other voluntary community activities and work experience apprenticeships.

Effective careers education at ALP Leicester is impartial and considers young people's abilities, needs and preferences. This service is available to our students across the school.

Purpose.

Careers Information, Advice Guidance and Education (CIAGE) has an important role to play in achieving the overall school aims. As part of learners' career programs, it helps learners to build their skills, knowledge and values required to prepare them for life in modern Britain. CIAGE will enable them to:

- Develop knowledge of themselves: strengths, weaknesses, personal qualities; and have a balanced view of their self-worth and potential
- Be aware of education, training and career opportunities
- Make informed choices about education, training and career progression
- Develop attitudes of self-reliance and responsibility for their own decisions now and in the future
- Set personal objectives and goals
- Increase levels of attainment

Aims and Objectives.

The following summarises the aims of ALP Leicester CIAGE program.

- To introduce our learners to the world of work through career education, career fairs and interaction with employers
- To help our learners develop career awareness and enable them to manage personal career development
- To enable our learners to experience the world of work.
- To give all learners face-to-face Career Advice and Guidance Interviews with an individual Action Plan
- Advice on different career progression routes
- Assist learners to identify and apply for apprenticeships.
- Inform the EHC plan by listing the steps required to ensure a learners is:
 - i) Successful in their transition to higher/further education, training, employment.
 - ii) A learner's needs are acknowledged and catered for prior to their start date.
- Support EHC plans/outcomes to prepare learners for adulthood.
- To raise the career aspirations of learners and broaden their employment horizons.
- All learners to receive career education as set out within the careers education pathways and PSHE policy.
- Ensure careers are embedded within all curriculum pathways.

National expectations.

In order to provide effective CIAGE for the needs and circumstances of our learners, face-to-face interviews with impartial advisers will be offered for those learners to whom are able to effectively participate. In addition, learners may visit potential colleges and employers to receive impartial advice and guidance on next steps.

The Education Act 2011 placed the duty to 'secure access to independent careers guidance' for their pupils and students upon schools (from September 2012 for pupils aged 14 to age 16), and then from September 2013 upon schools for pupils aged 13 – 18.

We are committed to meeting national and local expectations in relations to careers by:

- Securing impartial careers guidance for Y8 and above as required by the 2011 Education act.

Specifically, students need access to:

- Comprehensive and up to date information on the full range of options in education, training and work, accompanied by information on the progression opportunities that follow from each of those options.
- Timely and impartial advice and guidance.
- Programmes of careers education that equip them to make effective use of the information, advice and guidance provided and to develop their career management and employability skills.

ALP Leicester employs a Level 6 Careers Advisor whose role is to act as the Careers Lead for our schools based within the East Midlands.

ALP Leicester works in partnership with local authorities and outside career agencies to ensure impartiality is met and enhance our careers program. These services provide information, advice and guidance for learners and support the careers programme.

Equal Opportunities Careers Education and Guidance will help to promote the school's policy on equal opportunities by:

- Providing a range of resources that match individual needs.
- Helping students to understand the importance of Equal Opportunities in working life
- Monitoring resources to ensure the absence of stereotyping.

The school is committed to ensuring that the advice learners receive is:

- Information on a range of education or training options, including apprenticeship and other vocational pathways where appropriate.
- Impartial careers advice.
- In the best interests of the learners.
- Meets the needs of the learners.

We are committed to ensure that the school continues to meet the requirements outlined in the Gatsby Benchmarks by being externally audited by COMPASS against the benchmarks. This

enables our school to continually develop best practice and ensure continuous improvement.

These benchmarks are:

- Benchmark 1: A Stable Careers Programme.
- Benchmark 2: Learning from Career and Labour Market Information.
- Benchmark 3: Addressing the Needs of Each Pupil.
- Benchmark 4: Linking Curriculum Learning to Careers.
- Benchmark 5: Encounters with Employers and Employees.
- Benchmark 6: Experiences of Workplaces.
- Benchmark 7: Encounters with Further and Higher Education.
- Benchmark 8: Personal Guidance.

Provision of Careers Education.

The schools careers education is mapped out in the schools PSHE policy and curriculum framework, where career pathways have been produced for learners in all key stages. The focus of these are as follows:

Years 3, 4, 5 and 6

Our Primary Curriculum is mapped to the National Curriculum with Careers being delivered through PSHE and national careers week activities.

Years 7, 8 and 9

The careers education programme begins with learners accessing Entry Level Award in Developing Enterprise Skills, from this point learners are able to determine their next steps for their careers education.

Year 10, 11, 12, 13 and Post 19

During this phase of their learning, learners will begin to explore the world of work and access work experience placements that are relevant and meaningful to their future plans.

Alongside these work placements learners are able to access our education offer, this includes enterprise and employability qualifications that includes:

- Entry Level Award in Developing Enterprise Skills.
- Level 1 Award in Enterprise Skills.
- Entry Level 3 Award in Employability Skills.
- Level 1 Award and Certificate in Employability Skills.
- Level 2 Award and Certificate in Employability Skills.