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**Values and Vision**

This document aims to outline Wessex Lodge School’s Policy for Careers Education.

‘Supporting students to prepare for their future, their way’

At Wessex Lodge School we aim to provide an individualised education to improve life outcomes. We recognise that supporting students to find the right pathway for them is a large part of this. Choosing which direction to take after leaving school is a big decision. We’re here to support our students and make sure they know all the options and routes open to them. Our careers programme is designed to give our young people the skills, knowledge and confidence they require to find and access a career they will enjoy and thrive in.

**Statutory requirements and expectations**

Wessex Lodge School is committed to fulfilling its statutory duties in relation to careers education developed by the Department for Education, which references Section 42A and 45A of the Education Act 1997. This states that the range of delivery is delivered under the Gatsby Benchmark framework. The SEND Code of Practice which provides statutory guidance on duties, policies and procedures relating to Part 3 of the Children and Families Act 2014 states that pupils from year 8 to year 13 are provided with independent careers guidance and the “Baker Clause” introduced as an amendment to the Technical and Further Education Act 2017 that stipulates that schools must allow colleges and training providers access to every student in years 8-13 to discuss non-academic routes such as apprenticeships or T-Levels. This policy also takes account of the following issued statutory guidance on careers education. Careers guidance and access for education and training providers: statutory guidance for schools and guidance for further education colleges and 6th form colleges *September 2022 DFE.*

**Learner entitlement**

Every student is entitled to high quality career education and guidance as part of their overall education. We aim to provide the following offer for our students:

1. Independent careers advice for all students upon request, with all year 11’s receiving at least 1 advise session prior to making future choices and year 13’s receiving at least 1 further session
2. Year 8 and 9 meet providers once a year at least
3. Years 10,11,12 and 13 meet providers and visits to appropriate providers where required.
4. Students have access to a dedicated Careers room with literature and access to online careers resources.
5. Work experience opportunities are provided in line with government guidance, where appropriate. Bespoke placements will be organised depending on individual student need and aptitude, with a minimum of 3 days provision.
6. Careers opportunities are embedded in the curriculum, with subject specific opportunities discussed in curriculum areas.
7. Careers lessons following the OFG Incredible Futures Careers Curriculum
8. 1:1 or small group individual interventions by the careers lead.
9. The PSHE programme, delivered to years 7 to 11 also covers aspects of careers education.

 **Management and Delivery**

Wessex Lodge School recognise the importance of putting in place effective arrangements for the management and delivery of the careers programme. The appointed Careers Lead is Laura Gregg who is line managed by Ben Coombes – Head Teacher.

Laura reports to the Senior Leadership Team every half term.

The school aims to provide the Careers Lead with dedicated protected time for planning and delivery of programme.

Oli Masters is appointed Regional Careers Advisor and will provide independent careers advice as well as support for the Careers Lead and annual review of the Careers offer at Wessex Lodge School.

The Careers programme is monitored and evaluated by:

1. The Compass evaluation and planning tool is used to evaluate progress in meeting the Gatsby Benchmarks. This is done termly.

2. The Careers Lead uses a strategic planning action plan tool which is reviewed termly.

3. The termly reviews with the Careers Lead Line Manager and termly reviews with the SLT team are informed by the use of feedback forms which seek the views of students, parent/carers, school staff and external stakeholders.

4. The Regional Futures Advisor will review the careers programme alongside the Careers Lead.

**Engagement of Stakeholders and Partners**

The school careers programme provides a variety of opportunities for engagement with the following Stakeholders and Partners:

1. Parents and carers- Wessex Lodge School recognise that parents and carers play an important role in their child’s careers development. Parents and carers will be supported in making informed decisions to aid their child plan for future education and employment aspirations. Parents and carers are involved in the Careers programme through individual contact, annual reviews, and PEP meetings for CLA students.

2. External providers are involved through the organisation of student visits- either individual or group.

3. Post 16 providers are involved through liaison for post 16 provision including College links- individual or group. They are also invited to the school to talk to students about technical education options in line with provider access legislation.

4. Local businesses support the school in providing children with the opportunity to encounter different employer types by offering real life workplace experience opportunities and personalised alternative learning environments.

**Annexes**

This policy should be read in conjunction with:

* Wessex Lodge School Provider Access policy
* Wessex Lodge School Work Experience policy
* Wessex Lodge School PSHE policy
* <https://www.gatsby.org.uk/uploads/education/reports/pdf/gatsby-sir-john-holman-good-career-guidance-2014.pdf>
* <https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1127489/Careers_guidance_and_access_for_education_and_training_providers_.pdf>

**Equality Impact Statement**

All relevant persons are required to comply with this policy and must demonstrate sensitivity and competence in relation to diversity in race, faith, age, gender, disability and sexual orientation. If you, or any other groups, believe you are disadvantaged by this policy please contact the Regional Director. Acorn Care and Education will then actively respond to the enquiry.

This policy was written by Laura Gregg Date: 01/09/25

This policy is quality assured by Ben Coombes Head Teacher.

 Signed:  Date: 01/09/2025