

Careers Related Learning And Employer Engagement Policy

Rationale

Stoke-on-Trent is one of only 12 Opportunity Areas in the country where funding is being assigned to address the issue of social mobility. As a school within the OA, we have a responsibility to work hard to raise aspirations and broaden the horizons of the children in our care. There are National initiatives that support this work such as The Careers and Enterprise Company and we will be working on gaining a Quality Award that assess our career work against the national best practice framework Gatsby Benchmark. This policy supports our school motto:

- Explore
- Dream
- Discover

Aim of this policy

The purpose of this policy is to ensure that there is a clear structure to the careers-related learning offered across the school. This is not about offering careers advice but about broadening horizons, raising aspirations and giving children a wide range of experiences of the world, including the world of work. It is about opening doors, showing children the vast range of possibilities open to them and helping them to keep their options open for as long as possible.

Through delivering a careers related curriculum at The Willows we aim to:

- Increase staff and pupils' awareness of career/work opportunities and labour market information, especially in Stoke on Trent.
- Increase their understanding of the link between education, qualifications and work opportunities.
- Reduce gender-specific career/role stereotypes.
- Engage parents/carers in the process and so change their attitudes, perceptions and aspirations relating to their children's education and career choices.
- Improve skills, including team-work and independence.
- Increase understanding of different sources of help/advice about making choices.
- Increase self-confidence, especially around transition to secondary school.
- Improve attendance and attainment.
- Reduce pupils' concerns about transition and improve transition to secondary school.

Our school motto is 'Explore, Dream, Discover' and elements of this will weave through our curriculum from September 2019.

Staff and Pupil Voice

Mrs A. Ball (AHT) and Mrs K. Biddulph (PSHE Lead) are the main drivers of all career related opportunities at The Willows. Close liaison with Thistley Hough Academy (our main feeder school) will enable smooth transition links in order to prepare our KS2 children for high school, as well as provide links for shared careers related events/opportunities.

There are also four Aspiration Ambassadors from KS2 who meet twice a month; these children can be recognised by their badges which they proudly wear. Our Aspiration Ambassadors play a vital role in the steering of careers related learning as they liaise with staff, pupil councils and parents. Agendas and minutes are written and shared with all parties.

Sharing of Careers Information

Our careers programme, policy, activities, experiences and resources will be promoted on our school website, blogs, weekly newsletter and Facebook page. These will be kept up to date by our Aspiration Ambassadors and key staff.

Baseline questionnaires are sent out to ascertain support required for pupils, staff and parents. They also steer our planning of activities and visits for the year.

From September 2019 our school newsletter will feature 'Career of the Month'. This may be a parent career feature, a famous local person or a past pupil. The aim is to widen pupil and parent knowledge surrounding job opportunities in Stoke on Trent and their differing pathways to achieving their current job/career. We aim to raise aspirations and challenge stereotypical thinking.

Who else is involved?

To deliver a successful careers related curriculum we aim to provide all of our pupils with at least one meaningful encounter with an employer per year. This could include workplace visits, work-shadowing, observation and/or work-experience. Our children will have the opportunity to learn about what work is like or what it takes to be successful in the workplace.

We team up with a variety of local businesses, high schools, colleges and universities in order to provide experiences for our pupils. Please see list below. New links are made and added term by term.

NHS

Trentham Academy

Thistley Hough Academy

Keele University

Newcastle College

Stoke on Trent College

Well Fed Initiative