

Careers Policy

Statutory Context

The Education Act (2011) states that all schools must provide independent and impartial careers advice for all pupils in Years 9 to 11. This was extended to all pupils from Years 7 to 13 in the 2021 review.

The Technical and Further Education Act (2017) states that schools must ensure that a range of education and training providers have access to pupils at relevant stages of their education in order to inform them about approved technical education qualifications and *Apprenticeships*.

The Baker Clause (2018) further requires schools to publish a statement explaining how external further education providers can access the School to talk to pupils about further education.

Overview

Careers education at Silcoates is embedded throughout the Junior and Senior School.

Careers guidance consists of a range of activities, the use of Unifrog Careers guidance online platform and strong links with outside providers and contacts. Much of this happens in Personal Development lessons and tutorial time as well as in other one-off events and activities such as Careers Breakfasts, which expose students in the Senior School to employers and help to advise how they would be able to enter a particular sphere of work. This all ensures that as a school, we achieve the 8 Gatsby Benchmarks.

Unifrog is a one-stop-shop where students can easily explore their interests, then find and successfully apply for their next best step after school. All Senior School students use Unifrog in Personal Development lessons or during Tutorial time.

All pupils in years 10 and 11 are given a 1:1 careers guidance interview, and Sixth form students are also encouraged to make an appointment with the Careers Adviser. Pupils in other year groups are welcome to make an appointment to discuss their future plans at any time throughout the year.

Careers guidance at Silcoates culminates in pupils either staying on at the School to do A levels or joining other local colleges or apprenticeships to undertake suitable qualifications. The same is true in Year 13 where the majority of pupils go on to university or a degree apprenticeship.



Aims of Careers Education, Information, Advice and Guidance (CEIAG)

All pupils are able to access impartial careers information and guidance, in part through the Careers Adviser or Tutors but also via subject teachers and Heads of Section. Through the programme, pupils are guided to:

- Understand the world of work;
- Be aware of the changing picture locally, nationally and globally;
- Have opportunities to discuss choices;
- Be aware of financial support for learning;
- Be aware of the variety of choices available at key transition points;
- Access a range of information on employment, training and further education, including apprenticeships;
- Have the information and skills to make informed choices.

Provision

Below is a table showing the key Careers education events across the year:

Year	Autumn	Spring	Summer
7	MidYis baseline assessments determine underlying ability	Employee skill check Considering jobs	Activities Week (June): opportunities for enterprise activities
8		Work Ethic, values	
9		GCSE Options information and guidance Careers discussion within Personal Development lessons linked to subject choices	
10	Yellis baseline assessments help guide likely GCSE results	1:1 Careers Guidance Interview	Careers Week (June): • Careers 'Speed Dating' • University Visit • Attending interviews
11	Sixth Form Information Afternoon includes guidance on 16+ choices re careers	1:1 Careers Guidance Interview Writing Applications	Continuing A level options advice Work Experience week and feedback
12	Post-GCSE results advice inc careers guidance ALIS tests HE presentation Visit to the National Apprenticeships Fair	University taster courses	UCAS convention HE Conference Work Experience week, feedback and presentations UCAS day University visit



			Personal Statement / CV writing University Open Days
13	University Open Days UCAS applications Mock interview programme Oxbridge mentors University interviews	University interviews UCAS choices and pupil finance presentations	A level results and university advice

Monitoring and Evaluation

The Deputy Head (Pastoral) oversees careers provision in the school, assisted by the Heads of Section and the Careers Adviser.

Each year a review of the provision takes place in the Summer Term which involves all stakeholders.

The School is fully committed to ensuring that the application of this policy is non-discriminatory in line with the UK Equality Act (2010). Further details are available in the School's Equal Opportunity Policy document.

Reviewed by:

Mr Evans – Senior Deputy Head (Pastoral)

Date of last review:

June 2026

Date of next review:

June 2027



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