

<b>Policy document control box</b>	
Policy title	<b>Careers Policy</b>
Policy owner (including job title)	Michelle Williams (Headteacher)
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Date signed	
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Date signed	

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## **Purpose**

RBAir provides education and support to ensure that every learner reaches their full potential. We work with learners who are particularly vulnerable to becoming NEET. RBAir recognises that it has a statutory duty to secure careers guidance for all Year 8 to 11 students as outlined in (The Education Act 2011 / Career guidance and access for education and training providers January 2018). We also provide careers guidance and support to students chronologically older than Year 11 who access our provision. Our aim is that all students acquire the skills, knowledge and attitudes to manage their learning and career progression. We will support students in making informed decisions by providing access to differentiated, impartial and independent information and guidance about the range of post-16 pathways available to them. RBAir is committed to ensuring that the careers advice students receive:

- includes information on a range of education or training options, including apprenticeship and other vocational pathways
- is impartial
- is in the best interests of the students
- meets the needs of the students

We are committed to ensuring that RBAir continues to meet the requirements outlined in the Gatsby Benchmarks.

## **Scope**

This policy applies to all RBAir students in Years 8 - 13+.

## **Careers programme**

We are committed to providing a planned Careers programme. This is differentiated to suit the needs of each individual student. Students will leave RBAir with the skills and knowledge required to support their entry to further education, training or employment. RBAir also works with the Local Authority and a wide range of voluntary / statutory agencies to support our students whose circumstances have made them vulnerable or hard to reach, including those with special educational needs and those at risk of being NEET post-16. There is specific 'World of Work' learning for our post-16 students on a Preparation for Adulthood programme

The aim of our Careers Programme is to raise the aspirations of our learners and to support them in making realistic decisions for post-16 or upon leaving our provision.

## **Responsibilities**

All staff have the responsibility to contribute to the overall careers programme within the school. The Transitions Lead has the overall responsibility for overseeing the Careers Education provision. Teaching staff are also responsible for the delivery of careers education by embedding Careers into their subject area and contributing to the effectiveness of the overall programme. Careers discussions also take place within PSHEE sessions.

For students in years 12+ who are accessing our Preparation for Adulthood programme, there are discrete modules focused upon the World of Work to enable students to plan towards and make a successful transition to their next placement.

## **Monitoring and evaluation**

The Transitions Lead reports on a regular basis to the headteacher and trustees to develop, monitor and evaluate careers guidance across RBAir.

## **Support for pupils with Special Educational Needs or Disabilities**

RBAir has high aspirations for all students with special educational needs and disabilities (SEND) and will support them in preparing for their next phase of education or training. Further information about outcomes for students with SEND can be found in the SEND policy.

## **Policies to be read in conjunction with this one**

SEND policy  
Transitions policy