

## **Hall Cross Academy Careers Policy**

### **Introduction**

Hall Cross Academy recognises the importance of effective Impartial Careers Information, Advice and Guidance. Effective IAG equips students with the knowledge and skills to make informed decisions about future pathways in education and beyond. Additionally, effective IAG can drive up educational attainment through setting goals and the raising of aspiration. At Hall Cross we recognise the importance of employer links and managing arrangements for employers to access our careers programme to talk with students and educate them on career opportunities.

### **Scope of Policy**

This policy outlines the aims of Hall Cross Academy Careers and the key themes that inform those aims. For the purpose of this policy, IAG refers to any situation where a student is provided with impartial information, advice or guidance about future educational or employment pathways. This could take the form of a lesson planned as part of the formal curriculum, a drop down day, an assembly delivered by a local employer, or a formal meeting between the Academy's Careers Coordinator and a student.

This policy details the aims of the academy in relation to outcomes for our students and the key themes that inform those aims.

The policy details the structure and remit of the Hall Cross Careers team.

### **Hall Cross Careers - Aims**

To ensure all students receive impartial and effective IAG.

To enable students to make informed decisions about their curriculum options during transition between Key Stages.

To enable students to make informed and positive decisions regarding their post 16 and post 18 destinations.

To make students aware of the careers opportunities available to them, regardless of gender, disability, social background, race or academic ability.

### **Themes**

Hall Cross Careers centres around three core themes of Aspiration, Achievement and Adventure. All three themes inform our approach at all key stages.

Aspiration – we aim to inspire students through IAG, fostering ambition and broadening horizons.

Achievement – we aim to communicate that educational attainment is vital in order for students to reach their full potential in terms of career pathway.

Adventure – we aim to provide students with meaningful careers experiences within and beyond the classroom, including work experience, relevant visits and talks from various professionals.

### **Key Outcome**

A key outcome for Hall Cross Careers is ensuring that on leaving Hall Cross all students have achieved either further education, employment or training.

Hall Cross measure the impact of their careers programme via feedback from students as well as staff, using this information to continue to develop the careers provision. We also use destination data to evaluate the effect students career experiences has had on their progression once they have left the academy.

### **Equal opportunities**

Hall Cross Academy promote equal opportunities and use every opportunity to challenge stereotypes and to raise aspirations. Hall Cross Careers provision therefore promotes careers and pathways based on individual student aspiration.

### **Responsible staff – The Careers Team**

#### **Senior leader – Assistant Principal, Sian Stockham**

Senior leader is responsible for overseeing the careers provision at Hall Cross Academy and ensuring we are working towards meeting all 8 Gatsby Benchmarks.

**Careers Lead: Mrs R Birch [rm@hallcrossacademy.co.uk](mailto:rm@hallcrossacademy.co.uk)**

#### **Careers Coordinator – Mrs R Birch**

Responsible for the planning and delivery of IAG via drop down days and career events.

Ensures that across all key stages, students are given a range of opportunities to engage with IAG. The careers coordinator will evaluate the impact of the IAG curriculum and will ensure that the career provision continually improves.

The careers coordinator is a Level 6 qualified Careers Advisor and provides impartial information advice and guidance across all three stages. Advice and guidance offered will always reflect the best interests of the student.

Teaching staff and pastoral managers refer students to the careers coordinator for an appointment or students can self-refer. Teaching staff and pastoral managers are aware that students can benefit hugely from timely intervention from the careers coordinator.

The careers coordinator will continue to develop the career activities and educational opportunities beyond the classroom.

Continue to develop strong links with employers and develop their engagement in school activities.

Students are supported and encouraged to take part in activities outside of school that will help develop students' confidence, motivation and aspirations. Hall Cross Careers will continue to make students aware of such possibilities; university summer schools, insight weeks and opportunities with NCS.

Responsible for student's destinations once they have left Hall Cross Academy.