



**FORTIS**  
Academy

**ENRICHING LIVES**

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## CAREERS POLICY

<b>Applies to:</b>	Fortis Academy
<b>Staff member responsible:</b>	Deputy Head (Senior Academy)
<b>Website?</b>	On public website
<b>Approval by:</b>	The Academy Council (IEB)
<b>Review frequency:</b>	Every 3 years or sooner should the need arise
<b>Date of approval:</b>	January 2021
<b>Date of next approval:</b>	November 2023

## **Fortis Academy Policy for Careers Education, Information, Advice and Guidance**

### **Introduction**

There has never been a time when careers guidance has been as important for young people as it is today. The landscape of education, training and employment is constantly moving with new technology changing the world of careers exponentially.

As a school we aim to raise aspirations, challenge stereotypes and encourage pupils to consider a wide range of careers. We encourage all students to take opportunities and to fulfil their potential.

The school's careers plan sets out how the school intends to provide a fit for purpose careers programme which will provide our students with the knowledge, inspiration and ability to make informed choices, enabling them to succeed on their chosen career path. The school careers plan is based on the Gatsby Benchmarks and the Careers Development Institute (CDI) which are integral to good careers education, information, advice and guidance.

### **The eight Gatsby benchmarks of Good Career Guidance**

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

### **Commitment**

Fortis Academy is committed to providing high quality impartial careers education, information, advice and guidance in accordance with the 1997 Education Act, 2009 Education and Skills Act. Our aims are to meet all the Gatsby benchmarks for the delivery of CEIAG. Providing opportunities for students to make informed choices.

We aim to:

- enable students to research careers
- evaluate their own personal skills
- achieve to the best of their own potential

### **Development**

This policy was developed and is reviewed every three years in discussion with the senior leadership team, teaching staff, support staff, students, parents, governors and other external agencies' e.g. The Careers and Enterprise Company.

## **Objectives**

### **Students needs**

Careers education helps our students develop the knowledge and skills they require to make successful choices, manage transitions in learning and move into work. The programme is developed to meet the needs of individual students.

### **Entitlement**

Students are entitled to careers education and guidance that is impartial and confidential. Activities will be embedded throughout the curriculum and will promote the raising of aspirations, challenging of stereotypes and the promoting of equality and diversity.

### **Parents/ Guardians/ Carers**

We recognise that parents have a pivotal role in their children's decision making and we encourage them to be involved in the careers programme. Parents are entitled to access information at decision making points options at 14, post 16 and post 18 via parental evening sessions.

A member of the careers team will be available to speak to at all parents evening. Parents are also able to book an appointment with the careers team in school.

### **Links with community, outside agencies and businesses**

We have good links with national and local businesses and invite them to work with our students through careers talks, careers fairs and work experience. The school is linked with Network Rail and PWC who offer our students a variety of opportunities. We also work with local charities and community support groups.

We have excellent links with HE & FE establishments. We arrange visits to universities for masterclasses, conferences and open days. Students are encouraged to attend open days for colleges and universities.

The school has links with apprenticeship and traineeship providers who come into school to support our students.

We have strong links with Aim Higher West Midlands which supports our students to look at raising aspirations to consider university or degree level apprenticeships.

## **Implementation**

### **Management**

The careers programme is managed by the careers leader who is responsible to the Deputy Head teacher of Upper School. The careers leader is responsible for planning and implementing the programme across the curriculum in conjunction with the Assistant Head Teacher (curriculum) of Foundation Academy

### **Staffing**

All members of staff contribute to CEIAG through their roles as tutors, Personal development teachers and subject teachers. The CEIAG programme is planned, monitored and evaluated by the Work Related Learning Manager in consultation with the senior leadership team. Careers information is available in the library, the 6<sup>th</sup> form study zone and the careers office. Administrative support is also made available.

### **Staff Development**

Staff training needs are identified in conjunction with the senior leadership team. The school endeavours to meet training needs within a reasonable period of time.

### **Monitoring, review and evaluation**

The programme is reviewed every three years by the Careers Leader. A report will be submitted to the senior leadership team and governors. Evaluation of CEIAG will be undertaken regularly.

### **Measures and assessment of impact**

Impact is measured through the monitoring and evaluation of destination data of students at 16 and 18. Students' destinations are monitored and destination trends are identified. Feedback is gained from students through pupil voice, parents and staff through questionnaires and staff voice and from colleges, apprenticeship providers, universities and employers on events that they have participated in. The senior leadership team is updated on the progress of the Academy in meeting the Gatsby benchmarks.

### **Resources**

Funding is allocated in the annual budget planning round. The Work Related Learning Manager is responsible for the effective deployment of resources. Sources of external funding are actively sought.

### **Equal Opportunities**

The careers programme supports the school Equal Opportunities policy.

### **Approvals**

**Date of approval by IEB – January 2021**

**Date of next annual review – November 2023**