



Careers Policy

2024-2025

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Introduction

1. In Year 11, students have the opportunity to take the Morrisby aptitude tests which are followed up by a personal interview with our Head of Careers. The profile report is available on Morrisby.com which the students can access themselves for as long as they wish; the students can grant access to their parents if they so wish.
2. In Year 12, students have access to the Morrisby website which, under the guidance of form tutors, offers tailored advice on decisions beyond school. The platform is used to explore university courses which then leads on to personal statements; the staff use the same platform to write references for university, apprenticeship or other applications.
3. In Years 9 and 10, students receive career guidance in the form of sessions delivered in the PD programme.
4. Seaford College takes the provision of careers advice and guidance seriously, and uses published, nationwide standards (National Foundation for Educational Research, 2014) to underpin our careers provision.

Strategic Aims

The strategic aims of careers at the College are:

- Have a member of the leadership team with responsibility for and understanding of CEIAG
- Have a member of staff responsible for coordinating CEIAG through transitions between Key Stages
- Have a policy that is circulated among staff and parents
- Regularly monitor review and evaluate CEIAG strategy
- Regularly gather destination data

Careers Education Aims

The aims of careers education at the College are:

- Provide all students with careers education in line with accepted best national practice
- Devote curriculum time for teaching of careers education
- Teach students how to access, interpret and use labour market information
- Embed careers education across the curriculum in all subjects
- Enable students to learn about the world of work and match their skills and interests to realistic job opportunities
- Ensure that all students have a CV and a personal statement on leaving Seaford
- Ensure students have access to careers resources and drop-in careers sessions
- Makes parents aware of the careers education programme

Careers Information, Advice and Guidance Aims

The aims for our careers information, advice and guidance are:

- Provide opportunities for students to meet role models and inspiring individuals
- Provide independent and impartial careers information, advice and guidance on request
- Provide at least one face-to-face careers interview (preferably with a level 6 trained careers adviser)
- Develop an action plan for each student
- Centrally store, distribute and follow up action plans
- Organise events for students and parents where local providers of education and training are invited
- Make students aware of the National Apprenticeship Service and National Careers Service through Firefly

Employer Engagement Aims:

The aims for employer engagement are:

- Encourage employer engagement
- Teach students employability skills and give opportunities to practise these skills in real working environments
- Invite employers into school to talk to students about careers, offer activities and provide inspiration

Resources:

The delivery of the careers programme is enhanced with the use of:

- Newsletters and other informative resources from external sources. A newsletter is sent out by the College about every 3 weeks.
- Morrisby – currently used from Year 9 up and in Year 11 with the aptitude tests but also in the Sixth Form for university guidance, personal statements and references. All students are able to browse the careers library on the Morrisby Online platform.
- Barclays Life skills – provide good resources for careers lessons
- Skillsbuilder – online resource for developing the skills of: listening, speaking, problem solving, creativity, staying positive, aiming high, leadership and teamwork.
- Networking with other schools.