Aldridge Education
Careers Policy
2025 - 2027

Bringing learning to life. Leaving no one behind.

ALDRIDGE EDUCATION

Document Control

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Introduction

This policy is in place to represent Brighton Aldridge Community Academy's approach to careers and employability and what support every child can expect to receive.

Brighton Aldridge Community Academy is committed to providing young people with a detailed and comprehensive programme of Career Education, Information, Advice and Guidance. We commit to follow the Gatsby Benchmarks in ensuring each pupil's needs are addressed and ensuring that they are ready for the world of work.

By fully committing to a structured careers programme we will help inspire and prepare our students for a world of work they may have not experienced. All of our students have access to the school's provision for CEIAG. We ensure that the programme respects and caters for the needs of individuals, promotes equality of opportunity, informs with impartiality and respects diversity, promotes equality of opportunity.

Careers leader training
Jodie Bovington has completed the Teach First Careers Education Leadership Programme in order to deliver Brighton Aldridge Community Academy's career strategy and careers programme.
Approved by SLT - 2019

Our Vision
"Our students leave with the core skills to prepare them for the world of work. They are ambitious and confident to take on the challenges of the ever changing workplace. They are knowledgeable of a whole range of options available to them and can make informed choices based on their skill set."

Our Aims
1. For our students to be able to make well informed choices
2. For our students to have a wide range of skills that can prepare them for a multitude of careers building on their soft skills and cultural capital
3. For our students to know the different career pathways available to them
4. For our students to know what career opportunities are available in our local area

Our Rationale
Raising awareness of careers is a priority in the careers programme as well as encouraging students to think further about their futures, which could link in with raising their aspirations. As part of our school vision we have identified that we want to make our students 'work ready', ensuring they are prepared for the interchangeable world of work.

This does not mean that a student has chosen their career by the time they leave the academy, this means making them aware of the thousands of careers available to them and making them suitable to pick any of a multitude of those careers. This includes increasing their employability skills and their soft skills making them adaptable and resilient for any career that they may choose.

Staffing in the Careers team;

- One Careers Lead
    - ○ Plans curriculum for careers in PSHEE
    - ○ Plans and coordinates the delivery of careers tutor time programme
    - ○ External days
    - ○ External opportunities
    - ○ Coordinates personal guidance
    - ○ Works with Heads of Year and tutors
    - ○ Works with Heads of Faculty and subject leads to develop linking the curriculum with careers
    - ○ Coordinates Widening Participation events with Sussex University ○ Coordinates trips and visits
    - ○ Careers Lead on SLT and careers is regularly on the agenda
- One member of staff co-coordinating IntoUniversity
- One internal careers advisor
    - ○ Provides personal guidance
    - ○ Develops the sixth form careers provision
    - ○ Works with the careers lead in providing the careers curriculum and provision
    - ○ Contacts with external partnerships

Roles and responsibilities:

- All staff contribute to the implementation of this policy through their role as tutors and subject specialists.
- A range of connections between CEIAG support networks, Higher Education providers and employers have been developed to support the curriculum from KS3 to KS5

Gatsby Benchmarks:

A stable careers programme

- All students are provided with a yearly careers workbook. The Sixth Form has a separate programme.

- 3 terms of tutor sessions based on careers
- Tutors are provided with slides/activity sheets to assist the completion of student CEIAG workbooks.
- These help students to be aware of their strengths, weaknesses, skills and qualities and empower them to plan and manage their own futures and improve students' understanding of the world of work.
- The assembly for that week is also provided then delivered by the Head of Department.

Learning from career and labour market information

- Use regular updates from Careers and Enterprise Company and Get Career Confident and share with students

Addressing the needs of each pupil

- Providing comprehensive, timely, unbiased and impartial advice and guidance.
- Actively promoting equality and challenging stereotypes.

Linking the curriculum to careers

- Subject specific careers display board in each subject area.
- Use of our CEIAG logo to highlight related content in lessons.
- Review SOW to include links to CEIAG.

Encounters with employers/employees

- All pupils have at least 1 encounter every year with an employer
- Promote the full range of pathways including apprenticeships.
- BACA 100 Challenge Days

Experiences of workplaces

- Experiences of workplaces are explored through trips and added to our enrichment agenda

Encounters with further and higher education

- College taster days offered to all Year 10 students
- Post-16 option talks to Year 11 students in lessons and assemblies
- Year 11 Parents and Carers' IAG evenings

Personal Guidance

- We ensure appropriate and unbiased opportunities, provision and guidance in order to support students' successful transition to the next level of education or employment.

- We actively promote equality and challenging stereotypes.
- 1:1 appointments with a careers advisor for Y10 and Y11 students.
- 1:1 careers advisor appointments for disadvantaged and SEND students. The SENCo meets with parents/carers to discuss KS4 option suitability where individual need is likely to have an impact on choices made during the option process.
- External opportunities as they arise, including events hosted by or funded through the Sussex Learning Network, the National Collaborative Outreach Programme, Coast to Capital and Get Careers Confident.
- Talks by or visits to employers, professionals from different occupational areas, higher education, training providers and colleges – for targeted groups or curriculum areas.
- KS5 - receive a bespoke programme through their tutor programme and are actively encouraged to find work experience and meet with a range of providers including ASK, IntoUniversity and our careers advisors

Monitoring and Evaluation

- Compass evaluation - Completed every 6 months
- Academy MER Cycle checks alongside the persona development programme to see if teachers are monitoring careers and updates
- Academy SEF - includes PSHEE, careers and Personal Development as high priority and all staff and the associate assistant principal constantly strive to improve the careers programme
- Learning walks and student voice
- Student and staff questionnaires
- Student participation data
- Destination Data