



**Greys Education Centre**  
An Alternative Provision Academy

**BILTT**  
**Greys Education Centre**

**Careers Guidance and**  
**Development Policy**

Approved by Greys LAB: July 2020

To be reviewed in July 2022

## **Careers Guidance and Development Strategy**

### **Introduction**

Greys Education Centre aim to fully prepare our young people for life beyond school.

It is important that when students leave Greys Education Centre they are aware of themselves as individuals and of the opportunities available to them and that they feel empowered to make decisions about their next steps into the world of training, learning and work. We aim to inspire and provide exciting opportunities for our students and encourage our students to be ambitious in the next stage of their lives.

Our careers guidance and development programme aims to provide personalised information, advice and guidance and address the needs of each individual student.

Greys Education Centre has signed up to work with SEMLEP – the area's local enterprise partnership provider and have been successfully matched with an Enterprise Advisor. Working together with the Enterprise Advisor Greys Education Centre aims to enrich and increase the number of meaningful workplaces experiences that students encounter.

### **Context:-**

Greys Education Centre aim to have Careers and Apprenticeship Advisors appropriately trained to EFA requirements, who, alongside teaching staff, will deliver a planned, progressive programme of activities for students.

Our careers guidance and development programme is made up from in-house support and face-to-face guidance sessions alongside using external sources to gain advice and guidance for our young people.

We place a high importance on giving our students real-life insights into the workplace and have strong links with local Colleges and training providers. Our aim is that before a student leaves year 11 they have had at least 4 meaningful encounters with an employer or employee.

We develop sustainable links with local businesses with the help of our Enterprise Advisor and SEMLEP. It is important for our students to engage with employers and gain an insight and understanding of the skills needed within employment. As part of the careers guidance and development programme we will invite employer representatives and inspirational speakers in to talk to our students and will take students on trips to skills/job fairs and local workplaces.

### **Targeted support for vulnerable and disadvantaged young people:-**

- As an Alternative Provider, a large number of our students will require targeted support in order to achieve their full potential. Our staff have high aspirations for our students and will focus on their self-exploration and awareness in order for students to also have high aspirations for themselves.

### **Operation:-**

- Ensure that each student receives individual personal guidance (face-to-face) sessions with a Careers and Apprenticeship advisor.
- Ensure that before a student leaves year 11 they will have had at least 4 encounters with an employer/employee.

- To ensure that students have experiences of further and higher education. Including visits to local Post 16 providers, talks from the ASK project on apprenticeships, past students to come in to talk about their experiences and information on the University of Bedfordshire.
- To ensure that students receive and know how to research career and labour market information.
- To ensure that careers are linked throughout the curriculum – particularly in STEM subjects, English and PSE.
- To ensure that students understand their duty to participate in education/training after 16.
- To make it clear to students that if they do not achieve a grade 4 (previously Grade C) or better in GCSE Maths or English by the end of Year 11 they will be required to carry on studying these – at a sixth form, college or as an apprentice.
- To use career websites with students such as National Careers Service website and industry specific websites for example Go-construct for construction, Careers in Sports for sports and Careers That Move for transport.
- To work with Job Centre Plus school advisors to form part of the CIAG that year 11 students receive.

**Monitoring, evaluating and improving:-**

- Greys Education Centre use destination data to monitor the choices made by students at the end of Year 11.
- Greys Education Centre aims to reduce the levels of NEETs through stronger links with external sources and businesses. Recent research from SEMLEP has shown that if a student has 4 meaningful encounters with an employer then they are 86% less likely to become NEET.
- Yearly evaluation of NEET student levels
- To complete an annual development plan which shows in detail how this strategy is delivered to the students.
- To gather and analyse feedback from questionnaires from students, parents and external agencies on the Careers provision. This will be carried out at least once every three years.

**Respect, Openness and Honesty:-**

- At Greys Education Centre we treat everyone with respect.
- It is important to listen to the interests and aspirations of our young people and give impartial and confidential advice.
- We will work to prevent all forms of stereotyping in the advice and guidance and ensure that boys and girls from all backgrounds consider the widest possible range of careers.