



Stockport School

Careers Policy

Aims

Through careers education, information, advice and guidance (CEIAG), we aim to raise aspirations, challenge stereotypes and encourage students to consider the wide range of careers and qualification pathways available to them. CEIAG contributes to and promotes Stockport School's core community values: PROUD (positivity, respect, opportunity, unity and determination).

In particular we intend our students to:

- Develop a broad understanding of the world of work and an ability to respond to changing opportunities
- Develop independent research skills so that they can make good use of information and guidance
- Develop their understanding of employability skills and how to enhance these as individuals
- Develop the skills they need to review achievements, plan future actions, make decisions, present themselves well and cope with change and transition.

We recognise that effective CEIAG can increase students' participation in learning, raise attainment and support further progression in the transition to adulthood and employment.

Commitments

Stockport School is committed to working in partnership with all stakeholders to provide a range of purposeful and inspiring activities and events which are suitable for students' individual needs at different stages of their learning experience. The school is committed to allocating appropriate resources, staffing and curriculum time to provide high-quality careers education, information, advice and guidance that exceeds the minimum statutory expectations wherever possible.

The Governing Body and staff are committed to:

- Ensuring that careers education is seen as part of the overall curriculum and linked to learning in all year groups
- Encouraging students to achieve and to be ambitious
- Involving students, parents and carers in the further development of careers work
- Providing high quality and impartial careers guidance and a responsive personalised approach at the point of need for each student
- Maintaining the standards associated with the Quality in Careers Standard and seeking reaccreditation where appropriate.
- Working in collaboration with local networks (Stockport Careers Cluster)
- Establishing strong links with local businesses

Provision

Stockport School maintains a comprehensive and progressive careers programme, which is published on the school website and reviewed annually to ensure it remains relevant, effective and responsive to the needs of our students. The programme is informed by labour market information, destination data, student voice, employer feedback and ongoing evaluation against the Gatsby Benchmarks and the Department for Education's statutory guidance on careers guidance and access for education and training providers. The careers programme is designed to meet the needs of all students and is differentiated where appropriate to support disadvantaged students, students with SEND, looked-after children, young carers and other vulnerable groups, ensuring equitable access to high-quality careers education and guidance. Our careers programme provides students with a coherent pathway of learning experiences from Year 7 to Year 11, enabling them to develop the knowledge, skills and confidence required to make informed decisions about their future. Through a wide



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range of curriculum-based, employer-led and enrichment opportunities, we aim to ensure that every student is well prepared for the next stage of education, employment or training and is equipped to thrive in a rapidly changing world of work.

Our careers programme is provided through a range of delivery methods:

- Years 7-11 form time enrichment
- Years 7-11 Assembly programme
- Years 7, 8, 10 and 11 careers lessons
- Subject events, activities and trips
- Whole Year group events and activities
- Targeted activities, events and trips for selected cohorts
- Recommended websites particularly Unifrog

Specifically, we organise:

- An annual careers convention for KS4 students and parents
- Practice interviews for Year 11 students
- Work experience for Year 10 students
- Workshops about the various post 16 options including the apprenticeship pathway
- Assemblies from colleges and training providers, employers and Stockport School Alumni
- KS4 Induction programme to begin the academic year
- A comprehensive Year 9 options programme
- Alumni workshops
- Employer workshops
- Trips to various workplaces
- Visits to colleges and Taster Days
- Visits to Universities

Individual careers guidance takes place on a one-to-one basis and is delivered by an impartial careers adviser. Before, during and after the careers guidance meeting, students are guided to create and update their own careers plan through Unifrog. Students from KS3 onwards can access careers advice on request and by the end of KS4, all students will have had at least one careers guidance interview with a significant number receiving follow up interviews to support their decision-making process. This guidance is supported by careers lessons and the enrichment work undertaken by form tutors during form time. All staff are encouraged to support careers guidance by promoting their subject, sharing different pathways to future careers and raising students' aspirations.

Equal opportunities

We are keen to promote equal opportunities and try to use every opportunity to challenge stereotypes and to raise aspirations. We encourage both boys and girls and students from minority ethnic groups to enter different careers and visiting speakers reflect a diversity of backgrounds.

We believe that all staff should promote different pathways so that all students have access to high quality, impartial information about the range of academic and vocational routes open to them.

Below sets out the school's arrangements for managing the access of providers to pupils at the school for the purpose of giving them information about the provider's education or training offer. This complies with the school's legal obligations under the provider access legislation set out in the Education Act 1997, as amended by the Skills and Post-16 Education Act 2022.



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Pupil entitlement

All pupils in Years 8–11 are entitled to at least six encounters with providers of technical education qualifications and apprenticeships during Years 8–11, in accordance with the provider access legislation. These encounters will provide information about the full range of education and training pathways available at each transition point, including apprenticeships and other technical routes.

Management of provider access requests

Procedure

A provider wishing to request access should contact:

Jude Irwin

Associate Deputy Headteacher

0161 483 3622

j.irwin@stockport.stockport.sch.uk

Elliott Riley

Director of Careers

e.riley@stockport.stockport.sch.uk

Opportunities for access

Several events, integrated into the school careers programme, will offer providers an opportunity to come into school to speak to pupils and/or their parents/carers:

Year 7	• Employer assemblies in the context of understanding careers choices and employability skills • Alumni assemblies • Careers lessons
Year 8	• Employer workshops • Assemblies and workshop opportunities and whole year group events • Trips to workplaces • Careers lessons
Year 9	• Employer workshops • KS4 options choices events – assemblies and workshop opportunities and whole year group events
Year 10	• Employer workshops • Post 16 evening- careers convention including workshops by HE and apprenticeship training providers • KS4 Induction programme including employer assemblies • Subject focused trips and activities • Post 16 taster sessions • Work experience • Careers lessons
Year 11	• Post 16 evening- careers convention including workshops by HE and apprenticeship training providers • KS4 Induction programme including assemblies and workshops; employer, FE and sixth form colleges and apprenticeship training providers. • Apprenticeship workshop sessions – education, training and employment options • Careers lessons



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Monitoring, evaluation and review

The careers programme is monitored regularly and reviewed annually. Destination data is analysed to evaluate the effectiveness of the programme and to inform future planning. We also seek regular feedback from students, parents, staff, employers, representatives from colleges, universities and training providers, volunteers and other support services to ensure continuous improvement.

Why do we need feedback?

We use feedback from our stakeholders to help us:

- Shape our Careers curriculum
- Plan for major Careers events in the calendar e.g. the annual Careers Convention
- Identify effective speakers
- Prioritise additional 1:1 student support
- Identify the different individual needs of students and parents
- Evaluate the impact of a specific activity e.g. practice interviews
- Identify the trends evident in different cohorts

How do we conduct feedback and what format does it take?

Feedback is requested in different ways to suit the activity and the purpose and could include:

- Informal verbal feedback before, during and after activities
- Requests for written feedback from visitors or parents
- Completion of paper or on-line surveys
- Student voice discussion groups
- Formal interviews with a range of stakeholders for accreditation purposes
- Staff discussion groups as part of regular training or directed meetings
- Where possible the outcome or actions resulting from feedback are communicated with the relevant stakeholders

When do we conduct feedback and why?

The timing of requests for feedback varies according to the activity or the purpose

- Employer or visitor feedback is requested immediately or soon after each event
- Feedback from college, university and training providers is requested after each visit
- Student feedback for specific activities is conducted immediately or very soon after one off events, trips or activities
- Student voice discussions termly
- Student surveys take place at least once in Year 9, 10 and 11 to support options, Career interviews and destination planning
- Parent Surveys take place at and/or after every Parents' Evening
- Teacher feedback is requested post enrichment delivery
- Teacher feedback is also requested immediately after activities when they are involved in supervising visitors or taking trips etc
- Teacher feedback is gained as part of INSET agenda items, collaborative activities and sharing good practice.





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Relationship to other parts of the curriculum and other policies

Careers education is conducted in accordance with the school's equal opportunities policy, external visits policy and other relevant policies. The whole school remit of careers is recognised and the curriculum is developed alongside that of other areas so that careers education is an integral part of the whole school curriculum.

Management

Our Associate Deputy Headteacher has direct responsibility for the leadership of CEIAG and the line management of the careers team and work experience co-ordinator. In liaison with the careers team, the Year 9 options process is led by our Deputy Headteacher.

Resources

Careers interviews take place in a dedicated interview room and drop-in sessions to support such things as the completion of CVs and applications are offered by the careers team. In addition, the KS4 office and library are also regular venues for students to receive advice and get application forms or prospectuses.

Past students are a valuable resource and encouraged to come in to help promote different pathways. We are also grateful for the support we have had from local and national industries and higher education institutions.

The implementation of this policy is monitored by the Senior Leadership Team and the Governing Body as part of the school's quality assurance and school development processes. The policy is reviewed every two years by the Governing Body.

Policy Date: October 2026

Review date: October 2028