



Careers Policy

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Review Cycle	Annual
Review Date	May 2027

An academy within:



“Learning together, to be the best we can be”



1. Introduction

- 1.1. Our policy on Careers and Enterprise Education is based on the requirements of providing young people with a careers education which equips them with employability skills and offers independent careers advice in order for them to have the best possible chance of being in employment in the future.
- 1.2. Careers and Enterprise Education is National Curriculum requirement and is taught through specific Enterprise events, Careers Fairs and as part of Personal, Social and Health Education at Kingfisher Academy.
- 1.3. We are committed to meeting statutory responsibilities relating to careers education and guidance under the Education Act 2011, the Technical and Further Education Act 2017 and the Provider Access Legislation. In implementing these duties the school follows the Department for Education statutory guidance 'Careers guidance and access for education and training providers (January 2023)' and aligns its careers programme with the Gatsby Benchmarks of Good Career Guidance.
- 1.4. Careers provision contributes to expectations outlined in the Ofsted Education Inspection Framework and Labour Market Information (LMI) to align with Gatsby Benchmark 2.

2. Aims

- 2.1. Careers and Enterprise Education teaches our students:
 - To become resilient and independent learners
 - To have high aspirations
 - To have an idea of their plans for the future
 - To improve their employability skills
 - An awareness of the world of work and what careers are available

3. Roles & Responsibilities

- Karon Ransom – Assistant Head for Personal Development
- Joel Hardwick – Named Governor for Careers



- Nicola Edwards – P16 and Careers
- Georgina Ransom – Transitions Menor
- Sue Williams-Bradshaw (CYT) – Careers Professional

4. Organisation & Content

- 4.1. Through our Careers and Enterprise Programme we will provide children with the necessary skills and experiences required for them to confidently enter the world of work when they have completed their education.
- 4.2. Our programme consists of a variety of different Careers and Enterprise experiences that will equip children with work related skills. These include:
 - Careers is covered in PHSE lessons in years 7,8 and 9. In years 10 and 11 (12 and 13 at the Becton Site), in addition to PHSE lessons we hold careers activities and visits.
 - We use a variety of sources to ensure that our pupils are aware of the current and local careers market.
 - Where appropriate, careers is built into the wider curriculum.
 - We hold careers activities throughout the year.
 - We offer of work experience on an individual basis in years 10 and 11 based on health needs.
 - We support our pupils to transition to the next stage of their education whether that be an apprenticeship, college, 6th form of the world of work and ensure that their horizons are broadened.
 - Our pupils are all offered personal careers guidance sessions

5. Contact / information

- 5.1. Parents and carers will receive information and updates about ways to support children on their journey into the world of work and further education through reviews and over the course of the year as opportunities become available.
- 5.2. The school will appoint a Careers Leader responsible for leading and coordinating the careers programme. The Careers Leader will normally hold, or be working towards, a Level 6 Careers Guidance qualification.



5.3. If you would like any more information about our Careers Programme or for further help and support please contact:

- Karon Ransom – Assistant Head for Personal Development
kransom@nexusmat.org
- Nicola Edwards – P16, Careers and Transitions Lead nedwards@nexusmat.org
- Sue Williams-Bradshaw (CYT) – Careers Professional
sue.williamsbradshaw@sheffield.gov.uk

The school will publish a Provider Access Policy Statement outlining how providers can request access to students.