

Policy document control box	
Policy title	<b>Careers Policy</b>
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Version	2.01 (updated 22.10.2024)
RBAir approving body	RBET Trustees
Date of meeting when version approved	11 June 2024
Date of next review	June 2027
Signed by Headteacher	<i>H. Curry</i>
Date signed	11 June 2024
Signed by Chair of Trustees	
Date signed	

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## **1. Purpose**

RBAir provides education and support to ensure that every learner reaches their full potential. We work with learners who are particularly vulnerable to becoming NEET. RBAir recognises that it has a statutory duty to secure careers guidance for all Year 8 to 11 learners as outlined in (The Education Act 2011 / Career guidance and access for education and training providers January 2018). We also provide careers guidance and support to learners chronologically older than Year 11 who access our provision. Our aim is that all learners acquire the skills, knowledge and attitudes to manage their learning and career progression. We will support learners in making informed decisions by providing access to differentiated, impartial and independent information and guidance about the range of post-16 pathways available to them. RBAir is committed to ensuring that the careers advice learners receive:

- includes information on a range of education or training options, including apprenticeship and other vocational pathways;
- is impartial;
- is in the best interests of the learners;
- meets the needs of the learners.

We are committed to ensuring that RBAir continues to meet the requirements outlined in the Gatsby Benchmarks.

## **2. Scope**

This policy applies to all RBAir learners in Years 8 - 13+.

## **3. Careers Programme**

We are committed to providing a planned Careers Programme. This is differentiated to suit the needs of each individual learner. Learners will leave RBAir with the skills and knowledge required to support their entry to further education, training or employment. RBAir also works with the Local Authority and a wide range of voluntary / statutory agencies to support our learners whose circumstances have made them vulnerable or hard to reach, including those with special educational needs and those at risk of being NEET post-16.

The aim of our Careers Programme is to raise the aspirations of our learners and to support them in making realistic decisions for post-16 or upon leaving our provision.

## **4. Responsibilities**

All staff have the responsibility to contribute to the overall Careers Programme within RBAir. The Transitions Lead has the overall responsibility for overseeing the Careers Education

Provision. Teaching staff are also responsible for the delivery of careers education by embedding Careers into their subject area and contributing to the effectiveness of the overall programme. Careers discussions also take place within PSHE sessions.

For learners in years 12+ who are accessing our Step4Ward-programme, there are discrete modules focused upon Future Pathways and Learning for Living to enable learners to plan towards and make a successful transition to their next placement.

## **5. Monitoring and evaluation**

The Transitions Lead reports on a regular basis to the Headteacher and Trustees to develop, monitor and evaluate careers guidance across RBAir.

## **6. Support for pupils with Special Educational Needs or Disabilities**

RBAir has high aspirations for all learners with special educational needs and disabilities (SEND) and will support them in preparing for their next phase of education or training. Further information about outcomes for learners with SEND can be found in the SEND policy.

## **7. Other RBAir policies to be read in conjunction with this one**

- SEND Policy
- Transition Policy