

# CAREERS GUIDANCE POLICY



LOUGHBOROUGH  
Amherst School

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<b>Approved By:</b>	<b>LAS Board</b>
<b>Date Approved:</b>	<b>November 2024</b>
<b>Date for Review:</b>	<b>November 2025</b>
<b>Point of Contact (Reviewer):</b>	<b>Senior Deputy Head</b>

## 1. Policy Statement

At Amherst, we are committed to providing all students with high-quality careers education, information, advice, and guidance (CEIAG) to prepare them for future education, training, and employment. We aim to inspire all students to reach their full potential, regardless of background or abilities, and to support their transition to the next stage of their education or career.

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## 2. Purpose

This policy outlines how Amherst delivers careers guidance in line with statutory requirements, including the **Education Act 1997**, the **Careers Strategy (2017)**, and the updated **Statutory Guidance for Schools (2023)**. It ensures compliance with the eight Gatsby Benchmarks for Good Careers Guidance and promotes inclusivity and equal opportunities.

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## 3. Objectives

The objectives of our careers' guidance programme are:

- To equip students with knowledge and skills to make informed decisions about their education and career pathways.
- To provide impartial advice and equal access to career opportunities.
- To engage with parents, employers, alumni, and external providers to enhance career learning experiences.



- To promote the development of key employability skills, including teamwork, communication, and problem-solving.
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#### 4. Leadership and Responsibilities

- **Careers Leader:** The designated Careers Leader is Marc Vastenavondt who oversees the planning, implementation, and evaluation of the careers programme.
  - **Senior Leadership Team:** Ensures careers guidance is embedded across the curriculum and supports strategic development.
  - **Governors:** The governing body monitors the impact and compliance of the careers' guidance programme.
  - **All Staff:** Subject teachers and tutors contribute by embedding careers education into the curriculum and supporting students with guidance and encouragement.
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#### 5. Delivery of Careers Guidance

##### 5.1. Gatsby Benchmarks

Loughborough Amherst School aligns its careers provision with the eight Gatsby Benchmarks:

1. A stable careers programme.
2. Learning from career and labour market information.
3. Addressing the needs of each pupil.
4. Linking curriculum learning to careers.
5. Encounters with employers and employees.
6. Experiences of workplaces.
7. Encounters with further and higher education.
8. Personal guidance.

##### 5.2. Curriculum Integration

Careers education is embedded into PSHE lessons, assemblies, and curriculum subjects. For example, linking STEM subjects to career pathways in engineering or healthcare.

##### 5.3. Activities and Resources

- **Workshops and Talks:** Guest speakers from a range of industries.



- **Careers Fairs:** Opportunities to engage with local employers, colleges, and universities.
  - **Work Experience:** All students in Year 10 participate in structured work placements.
  - **One-to-One Guidance:** Access to personal careers advice from a qualified adviser.
  - **Online Tools:** Use of platforms (Unifrog) to explore career options and pathways.
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## 6. Monitoring and Evaluation

- **Data Collection:** Destinations data will be collected annually to evaluate programme impact.
  - **Feedback:** Surveys from students & parents will inform programme improvements.
  - **Benchmark Reviews:** Regular self-assessments against the Gatsby Benchmarks
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## 8. Equal Opportunities

Our careers programme is inclusive and promotes equality. Tailored support is provided for students with SEND.

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## 9. Communication

This policy will be shared with staff, students, parents, and external stakeholders and will be available on the school website.

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This policy reflects Amherst's commitment to supporting students' futures and fostering ambition in all aspects of their education and career journeys.