



## **LWS Careers and Employability Policy 2022-23**

Approved by:	GFM Board	Date:	January 2023
Maintained by:	LWS Leadership	Next review due:	January 2024



## **LWS Careers and Employability Policy 2022-23**

At LWS Academy, we recognise the importance of preparing students for life beyond Year 11. Our careers provision has the Academy's ethos at its heart: *opportunity, encourage, achieve*.

### **Opportunity**

All students in Year 9, 10 and 11 will have the opportunity to meet regularly with a careers advisor. This can be either 1:1 or within a small group. Here, they will be able to find out more about their chosen industry and routes into employment, or spend time working with specialist staff exploring their options should they be unsure about what to do after leaving school. Students also have the opportunity to experience working life in their chosen industry with a 5 day work experience placement within their local community.

### **Encourage**

Staff work with parents/carers to support and encourage students into further education, employment or training. We strive to work with the support of parents/carers in encouraging students to engage with the careers provision and the opportunities available to enable them to make informed decisions relating to career opportunities. Parents are encouraged to support students with college open events, interviews and other relevant career opportunities such as work experience interviews.

### **Achieve**

We recognise that moving on from secondary education is a difficult time for students with SEND, particularly SEMH. Here at LWS Academy, students have the chance to attend a local college, or suitable alternative provider placement from Year 10 onwards, which can form part of their personalised timetable. Staff work hard to ensure students experience day to day college life, as well as having the chance to achieve external accreditation linked to the course. This contributes to students achieving success in different learning environments, as well as helping to alleviate anxieties related to the transition process. In conjunction with a work experience placement, this can improve self confidence, pride and self worth - all key qualities for navigating the workplace.

Careers provision at LWS Academy includes, but is not limited to:

- Subject areas promoting the value of skills in later life through industry;

- Opportunity for impartial careers advice given on a 1:1 or small group basis from Year 9.
- Opportunity for work experience placements in an industry of students choice - these are sometimes extended, where appropriate, to form part of a students personalised timetable
- Opportunity to access a suitable 14-16 college course, or similar from a local alternative provider.
- Providing structure and encouraging parent/carer engagement in the careers process through EHCP reviews and termly academic review days.
- Opportunity to access GFM careers events.

The careers provision at LWS Academy is supported by other secondary schools in the Gosport and Fareham Multi Academy Trust.

The table below shows activities that students will have the opportunity to engage with across their time at LWS:

	Employer / workplace encounters through Culture Days	Further education encounters Alternative Provision	Regional and National events (e.g. National Apprenticeship Week	1-1 careers guidance	Dedicated PSHE lessons
Year 7	✓		✓		
Year 8	✓		✓		
Year 9	✓		✓	✓	
Year 10	✓	✓	✓	✓	
Year 11		✓	✓	✓	✓