



Careers Policy

This policy is prescribed by The Good Shepherd Trust and all reference to 'the Trust' includes all Trust schools, the central team and subsidiary organisations.

Date adopted:	TBC	Last reviewed:	16.06.25
Review cycle:	Annually	Is this policy statutory?	Yes
Approval:	Local Committee	Author:	Careers Lead
Local approval*:	Principal	Local author*:	Mr Z Annan
Next Review Date of Template Policy:		July 2024	

*Local approval will either be the local committee, the head teacher, or the CEO (refer to policy schedule)

Revision record

Minor revisions should be recorded here when the policy is amended in light of changes to legislation or to correct errors. Significant changes or at the point of review should be recorded below and approved at the level indicated above.

Revision No.	Date	Revised by	Approved date	Comments
1	16.06.25	Z Annan		Updated policy and brought in line with GST policy formatting

1. Introduction

Careers Policy and Programme (Years 7–11)

At Christ's College Guildford, we recognise that inspiring pupils to plan for their futures and make informed choices is essential for their personal and professional development. As a school our careers programme is designed to be inclusive, dynamic, and responsive to students' needs. It is built upon the Gatsby benchmarks which are set out in statutory guidance for careers education and is aimed at raising pupil aspirations while equipping them with key life and employability skills.

2. Aims and Objectives

The primary objectives of our Careers Policy and Programme are to:

- Provide every pupil with quality information, advice, guidance, and experiences that lead to informed decisions about their future path.
- Raise aspirations and support pupils in building confidence in their ability to succeed in a diverse and ever evolving world.
- Embed a consistent and coherent careers education programme across the curriculum, linking classroom learning to real-world opportunities.
- Ensure equal access to careers guidance which is tailored to the individual needs of each pupil.
- Strengthen partnerships with employers, higher education institutions, and training providers to enrich our pupils' learning experiences.

3. Our Commitment

Christ's College Guildford is committed to:

- Implementing a stable and well-resourced careers programme that reflects the principles of the government's Careers Strategy: "making the most of everyone's skills and talents"
- Providing impartial, independent advice and guidance as mandated by government statutory duties.
- Embedding equality and diversity considerations into all career-related activities, ensuring no pupil is disadvantaged.
- Encouraging pupil engagement through active learning experiences, workshops, employer visits, and interactive sessions.

4. Responsibilities

Governing Body and Senior Leadership will:

- Endorse and review the Careers Policy and Programme annually.
- Ensure the programme is adequately resourced and aligned with national guidance.

Careers Leader/Coordinator will:

- Oversee the implementation of a whole-school careers strategy.
- Coordinate with staff across departments to integrate careers education into the curriculum.
- Liaise with external partners such as local businesses, training providers, and higher education institutions.

Teaching Staff will:

- Reinforce career themes and skills within subject lessons.
- Identify and support individual pupil career interests and aspirations.

Pupils will:

- Actively participate in all careers-related activities.
- Engage with available resources and express interests and concerns regarding their future pathways.

5. The Careers Programme

- **Year Groups 7–11:**
 - **Curricular Links:** Teachers across all subjects incorporate career themes where appropriate—for instance, linking maths to finance or science to technology.
 - **Guidance Lessons:** Regular careers lessons are delivered, focusing on raising aspirations and understanding the world of work.
 - **Transition Events:** Dedicated events to support pupils' progression at key stages (e.g., moving from primary to secondary education, and preparing for post-16 destinations).

- Extra-Curricular and Enrichment Activities

- **Workshops:** Interactive sessions covering resume building, interview techniques, digital literacy, and financial planning.
- **Employer Engagement:** Visits from local employers, industry experts, and alumni to expose pupils to real-world experiences and discuss various career routes.
- **Career Fairs:** Organised events where pupils can explore higher education, apprenticeships, and vocational training opportunities.

-Advice and Guidance Offerings

- **One-to-One Sessions:** Individual appointments with the careers advisor to tailor advice to each pupil's interests, strengths, and areas for development.
- **Resource Provision:** Access to up-to-date labour market information, online resources, and interactive tools designed to support informed decision making.

6. Partnership and Engagement

To ensure a robust and effective careers programme, Christ's College Guildford maintains strong partnerships with:

- **Local Employers and Training Providers:** These collaborations ensure that our pupils gain insight into market demands and potential career pathways.
- **Regional and National Networks:** Engagement with initiatives such as the Gatsby Benchmarks provides independent validation of our provision's quality.
- **Parents and Community:** Regular communications and meetings are held to empower parents as partners in supporting their child's career development while offering sessions in formats similar to modern subjects evenings.

7. Monitoring, Evaluation, and Continuous Improvement

- **Regular Reviews:** The careers programme is subject to an annual review against the statutory guidance and feedback from pupils, parents, and external partners.
- **Key Performance Indicators:** Success is measured through pupil voice, post-16 destination outcomes, and employer/visitor feedback.
- **Quality Assurance:** As a school we commit to holding the quality in careers mark.

8. Conclusion

Christ's College Guildford is committed to preparing our pupils not just for academic achievement, but also for life beyond school. By embedding a comprehensive careers programme that is responsive to evolving government guidance and best practices, we ensure that every pupil is empowered to make informed decisions about their future. Our goal is to raise aspirations and provide the support needed to unlock each student's potential, paving the way for a fulfilling and successful journey through life.