



## Careers Policy Statement

<b>Reviewed by:</b>	Helen Dyer, School Principal
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<b>Approved by:</b>	Tracey Storey, CEO

At TLC we believe that a young person's career is their pathway through learning and work. We accept that all young people need a planned programme of activities to help them make decisions and plan their careers, both in school and after they leave, and we actively seek to fulfil this need.

The school's career intentions are based on the Gatsby benchmarks which is accepted as outstanding practice. TLC is committed to providing a planned programme of careers education, information, and guidance for all learners in Years 7-11. We have adopted the Gatsby Benchmarks as a guide to plan our careers programme.

We have a timetabled lesson per week for every year group dedicated to careers. Our dedicated CIEAG 'careers guidance and access for education and training providers' co-ordinator is Alexandra Buck who works with our principal Helen Dyer.

We implement a wide-ranging whole school careers strategy based upon the Gatsby Benchmarks. In KS3 learners learn to identify their skills and strengths. Learners participate in the 'zones of regulation' programme to develop their self and social awareness, manage their feelings, and become more effective learners. They complete a range of self-assessment exercises that identify their skills and qualities. Learners are aware of their own values and the values of TLC including the British Modern Values. All learners participate in our internal work-experience placement where they spend time working in our office to gain skills and confidence. We invite the army, police, and local mayors' officer in to talk about careers and each member of staff delivers and assembly where they discuss their own career path and how it led them to work at TLC.

KS4 learners will learn about legalities around work and working ages. They will begin to write develop their CVs in preparation for any part time work they may like to do. Learners will begin to focus on careers that interest them and if they have any skills, they need to develop to access this career. Our vocational curriculum allows for learners to make choices to aid their career choices. Learners will begin to research their choices for KS5 and our dedicated CIEAG will support learners, parents, and carers with the transition to KS5 using our transition timeline.

Our principal, subject leaders and CIEAG are all available on GCSE results day to discuss and support the transition process.