

IRIS School

Careers Policy

IRIS school has a strategically planned policy in place for careers education, information, advice, and guidance that is designed to inspire students to make informed choices about their future aims and ambitions. This programme consists of a mix of teacher-led activities, online resources and engagement with external employers and professionals.

The independent careers guidance provided:

- is presented in an impartial manner, showing no bias or favouritism towards a particular institution, education or work option.
- includes information on the range of education or training options, including apprenticeships and technical education routes.

Vision

The careers education at IRIS School informs, promotes and supports every student's best possible future to *allow their light to shine*.

Ethos

The career decisions that young people make at school will affect not just their higher education, training or employment, but also their personal lives, finances and health outcomes. At IRIS School, our goal is to equip our students with the necessary skills to adapt to an ever-changing economic climate, inspiring them to become life-long career learners.

Commitment

IRIS School provides a programme of high-quality **Careers Education, Information, Advice and Guidance** (CEIAG), as well as a range of careers-related experiences, to ensure that these decisions are fully informed, and that all students are able to identify and develop their key employability skills to succeed in whichever career is right for them; be this through university, or an apprenticeship pathway.

The Programme

Careers Education at IRIS School is based upon providing aspirational advice to young people on all progression routes and the impact of our programme is evident in the outstanding destinations to which our students pursue. The programme is assessed against The Gatsby Benchmarks:

1. A stable career programme
2. Learning from career and labour market information
3. Addressing the needs of each student
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

Delivery

Predominantly students will learn about careers and the development of skills needed for careers through the tutor time, assemblies and PSHE programme. In these programmes they will cover the following topics:

- Targets and goals for the future
- Labour market information
- Making choices and looking ahead
- How to choose options
- Post 16 options
- Developing employability skills
- Applying for jobs
- Personal statements and C. Vs
- Work experience preparation
- How to complete an application form
- Setting goals
- Challenging stereotypes in different job

At IRIS School the Careers Education Programme offers:

One- to-one Appointments: Discuss your career aspirations (or explore possibilities if you are unsure of a specific career) and create an action plan to help you progress towards your chosen career.

Experience of the work place: The opportunity to visit places of work, shadow employees, expand networks and explore careers opportunities.

Careers Education in the Curriculum: All subject areas at IRIS will highlight the relevance of their subject to a wide range of career pathways.

Careers Information Drop -ins: An opportunity for students to ask any careers-related questions

Post 16 Progression: You will find details <https://www.newham.gov.uk/schools-education/post-16-learning/1> of how to apply for Post 16 learning options.

Post 16 Option Fair: Year 11 students (and their parents/carers) have access to 6th Form and FE colleges and apprenticeship providers.

Please click here for the more information from the National Careers Service.

<https://nationalcareers.service.gov.uk/>

DWP East London Support for Schools Results Guide

<https://cdn.realsmart.co.uk/eastlea/uploads/2021/08/17090410/JCP-East-LDN-S4S-Results-Guide-2021.pdf>

CAREERS LEADER

The school has a named Careers Leader who has the strategic and operational overview of the CEIAG programme and is supported by school staff in delivering the programme. The Careers Leader is **Mrs Maissoun**, and can be contacted using the details provided here: maysoon.khodor.annourlcs@gmail.com 02073728051

(CEIAG (Careers Education, Information, Advice and Guidance) is designed to prepare students for life in modern Britain by providing the knowledge, understanding, confidence and skills that they need to make informed choices and plans for their future learning and career.)

HOME INVOLVEMENT AND COMMUNICATION

Home involvement and communication are encouraged at all stages of our CEIAG programme. Parents/Guardians are kept up to date with career-related information through parents' evenings, open evenings, the website, and letters.

To be reviewed Sep 2024