

# Careers Education, Information, Advice and Guidance Policy for



# All Hallows Catholic School

## Document Control

Date	Version	Changes	Senior Leadership Team Approval	Governing Board Approval
28 May 20	V1.0	Drafted by Luke Carney	M Baines	
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## 1. Overall Aims

The aim of the Careers & Employability Programme at All Hallows Catholic School is to provide students with the information they require to enable them to make an informed decision about their future learning and/or career. In addition to this primary aim we intend for our programme to raise achievement through increasing motivation, and to raise student aspirations by promoting equality of opportunity.

A programme of activities will help them make choices that are right for them and will help them to manage their future careers. The programme will encourage the students to use self-assessment to understand the opportunities available to them and how to make the most of themselves. They will develop and use the skills they need to review their achievements, plan their future actions, make decisions, present themselves well and cope with change and transition.

All students will be encouraged to make good use of the information and impartial guidance available in the school. They will learn about the changing nature of work, career choices and other relevant information which will affect their decisions. All students will have an opportunity to participate in Work-Related Learning (WRL) experiences.

This policy should be read in conjunction with our Aims & Mission Statement Policy, Equality Policy, Health & Safety Policy, and Gifted & Talented and SEND policies.

## 2. Key Personnel

Designated Safeguarding Leads (DSL(s) are: [dsl@allhallows.net](mailto:dsl@allhallows.net)

Mr David Ragg - [d.ragg@allhallows.net](mailto:d.ragg@allhallows.net), Tel: 01252 319211

Deputy DSL(s) are:

Head of Lower School : Mr Rob Antrobus - [r.antrobus@allhallows.net](mailto:r.antrobus@allhallows.net)

Head of Upper School : Miss Vikki Milnes - [v.milnes@allhallows.net](mailto:v.milnes@allhallows.net)

Head of College : Mrs Melody Esho - [m.esho@allhallows.net](mailto:m.esho@allhallows.net)

Inclusion & Home School Link Officer : Mrs Paula Hart - [p.hart@allhallows.net](mailto:p.hart@allhallows.net)

Lay Chaplain : Mrs Teresa Fanshawe - [t.fanshawe@allhallows.net](mailto:t.fanshawe@allhallows.net)

Sixth Form : Mr Chris Rees - [c.rees@allhallows.net](mailto:c.rees@allhallows.net)

Nominated Safeguarding Link Governor : Mr Seamus Lynch - [s.lynch@governors.allhallows.net](mailto:s.lynch@governors.allhallows.net)

Careers Lead : Mrs H Millar - [h.millar@allhallows.net](mailto:h.millar@allhallows.net)

Nominated Careers Link Governor : Mr Ian Anderson - [i.anderson@allhallows.net](mailto:i.anderson@allhallows.net)

Headteacher : Mr Mark Baines - [m.baines@allhallows.net](mailto:m.baines@allhallows.net)

Chair of Governors : Mr Ian Anderson - [i.anderson@governors.allhallows.net](mailto:i.anderson@governors.allhallows.net)

## 3. Commitment

Governors and staff are committed to providing a planned programme of Careers and Employability activities for all students in the school, working in partnership with our wider school community and extensive number of local business contacts. The programme will promote equality of opportunity and no student will be disadvantaged in gaining access to education, training or work.

When students leave All Hallows, they will have received the appropriate and relevant information to enable them to progress to an opportunity in further or higher education, training or employment, wherever possible.



## 4. Provision

### Management

The Assistant Headteacher (Personal Development) line-manages the Careers Education and Guidance programme at All Hallows Catholic School. The delivery of the Careers Education, Information Advice and Guidance programme is organised by the Careers Leader, with input from the Heads of Year 7-13 and the school SENDCo(s). The Careers Leader manages the development of Careers & Employability at All Hallows, advises senior managers and Governors, facilitates the contribution of colleagues and partners, develops the careers programme, organises resources and secures high standards of careers teaching, learning and guidance.

### Resources

Students have access to a number of online careers resources via the school's VLE (Virtual Learning Environment), and Sixth Form students have access to post-18 option literature in the Sixth Form Study Centre. Information and links are also shared via the Careers section on the school website: <https://www.allhallows.net/careers1.html>

Support is available for individuals with learning difficulties and/or disabilities. Additional information sources include participation in events and activities both in school and outside, working with our wider school community, including parents, Governors, past students, staff and local businesses/organisations. The Careers Leader informs staff about useful teaching resources where appropriate.

Subject-specific careers as well as further and higher education opportunities are highlighted by subject teachers throughout Key Stages 3-5. Careers links are formalised in schemes of learning throughout Key Stage 3. These can be found in the Curriculum booklets which are published on the school website here: <https://www.allhallows.net/departments.html>.

## 5. Guidance

All guidance aims to be impartial, confidential, responsive to students' needs and based on the principle of equality. Mr Carney and Mrs O'Connor – external Careers Advisor (both members of the professional register with a Level 6 qualification in Careers Guidance) help to provide impartial careers advice for our students at KS4 & 5. All staff contribute to the Careers & Employability programme through their roles as tutors, subject teachers and support staff. Staff respond to any careers-related queries that they may receive from students and know how to obtain more specialist advice when it is required.

## 6. Training

The Careers Lead is a qualified Careers Leader or currently undertaking training. Staff training needs are identified and training is offered to all relevant staff as opportunities arise. The Careers Lead and staff involved in the delivery of careers education attend conferences, careers fairs, seminars on a regular basis, to ensure their continuing professional development.

## 7. Monitoring & assessing impact, review & evaluation

Careers & Employability programme activities are assessed against the 8 Gatsby Benchmarks, which are recognised as the gold standard. These cover:

- A stable careers programme
- Learning from career and labour market information
- Addressing the needs of each young person
- Linking curriculum learning to careers
- Encounters with employers and employees
- Experiences of workplaces
- Encounters with further and higher education



## 8. Personal Guidance

The impact of the programme is assessed and evaluated through the collection of quantitative data including Compass+ evaluation scores and records, destination data, participation data and employer engagement. It is also assessed and evaluated through the collection of qualitative feedback from students, staff, employers and parents/carers. The Future Skill Questionnaire that has been rolled out from September 2025 to Years 7 & 12 will allow us to track the impact of the programme throughout the key stages and review the prominent transition periods during the learner journey.

This provides the basis for the programme's development plan. The service offered by our external careers consultant is reviewed regularly.

## 9. Key Stage 3, 4 & 5

### Student Entitlement Statements

*(How All Hallows will help me to make an informed decision about my future options and prepare me for the world of work)*

#### In Year 7, by...

- finding out about the careers resources available to me
- thinking about how career choices and personal strengths should be linked
- meeting with people from business/industry
- asking Mrs Millar if I need guidance with my career ideas

#### In Year 8, by...

- finding out about when I will need to make decisions about my future options, and learning about the different training options that become available to me as I move through time in education
- using the careers resources in more detail to explore career areas and subjects I may be interested in
- learning about my strengths
- matching my interest areas to suitable careers
- meeting with people from business/industry
- having the opportunity to attend a careers fair to chat to business people, colleges and universities about the options available to me in the future
- asking Mrs Millar if I need guidance with my career ideas

#### In Year 9, by...

- learning about the different routes and qualifications I can take when I leave school
- understanding the importance of developing my employability skills
- being introduced to Labour Market Information (LMI) to help me consider my future career choices
- ensuring that the GCSE option subjects I choose will keep my options open later on when I leave school and choose a career route
- attending special assemblies and parents meetings to help me to choose the option subjects I will do best at
- using the Year 9 Options Booklet to find out what type of careers relate to the subjects I am interested to study
- using the careers resources to continue to explore career areas and subjects I may be interested in
- finding out which GCSEs I need to study for different careers
- re-visiting where my strengths are
- meeting with people from business/industry
- asking Mrs Millar if I need guidance in choosing my GCSE option subjects

#### In Year 10, by...

- visiting local businesses to explore how a business is run, the working environment and employment opportunities as part of a Work Experience week
- exploring a number of different routes (university, apprenticeships, college, Oxbridge, Year in Industry, and less familiar routes like art, performing arts and music)



- speaking to older All Hallows students to find out what routes they took and learn from their experiences
- learning about my personal finance – what I need to know now, about student finance, and what I will need to know when I go out to work
- sampling A level subjects to help me to make my choices for the forthcoming year
- hearing from specialist speakers about the different opportunities available to me post 16
- taking part in an interview skills practice day with people from business/industry
- having a 1-to-1 meeting with Mr Carney/Mrs O'Connor (Careers Guidance Counsellor) to discuss my future plans and options (starting the summer term)
- meeting with people from business/industry
- asking Mrs Millar if I need guidance with my career ideas or future possible routes

#### **In Year 11, by...**

- learning about where to find job opportunities
- producing a Curriculum Vitae to use when I am applying for jobs and courses
- learning about good interview technique and appropriate preparation with my tutor
- having a 1-to-1 meeting with Mr Carney/Mrs O'Connor (Careers Guidance Counsellor) to discuss my future plans and options
- experiencing what it's like to have an interview
- further exploration of Labour Market Information (LMI) to help me consider my future career choices
- meeting with people from business/industry
- hearing from specialist speakers about the different opportunities available to me post 16
- talking to Mrs Millar about higher education including university and A level choices
- talking to Mrs Millar about alternative routes for the future, including apprenticeships, school leaver programmes, college courses and other routes
- asking Mrs Millar if I need guidance with my future options to help me to make an informed choice about my future

#### **In the Sixth Form, by...**

- attending Feature Lectures related to specific industry areas to find out about the world of work
- working closely with my tutor to help me to make an informed choice for my 'next step'
- having a 1-to-1 meeting with Mr Carney/Mrs O'Connor (Careers Guidance Counsellor) to discuss my future plans and options
- attending an HE (higher education) convention to speak to university representatives first-hand and find out about the courses they can offer me
- understanding how to make a university application on UCAS
- developing my personal statement
- providing practice interviews to help to prepare me for my actual interviews
- finding out about alternative routes to university and how to apply to these
- recognising how to make a good application
- understanding student finance
- visiting local businesses to explore how a business is run, the working environment and employment opportunities as part of Work Experience
- using the careers resources available to help me with my choices
- meeting with people from business/industry
- asking Mrs Millar if I need guidance with my career ideas

### **10. Linked Documents**

- Child Protection & Safeguarding Policy

