Careers Policy

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1. Introduction

The Careers Policy at Tormead prepares pupils in Year 7 and upwards for life beyond Tormead in the rapidly changing workplaces of the 21st century, using resources that are age-appropriate, inspiring, credible, accurate and up-to date.

Information and guidance are provided in an impartial manner by a qualified and experienced career professional, to facilitate informed choices about subject choices, post-18 options and an understanding of the broad range of career opportunities available. The aim is to encourage and enable pupils to fulfill their potential and succeed.

A key strand of the programme is that pupils know their strengths, weaknesses, interests and values, and how these relate to the world of work. All routes post Tormead are regarded as equally valid and obtainable, as are all career fields, and the emphasis is on pupils having the confidence to make the best choices for them.

From the outset, pupils are reminded that a current gender imbalance (for example) does not mean that a field is not open to them, but the possibility of bias is introduced where appropriate, together

with an understanding of the part they play in promoting fairness, respect, inclusivity and diversity and ways of coping and responding to bias or discrimination should it be encountered.

Individual guidance is provided at key decision points such as GCSE choices, A Level choices and post-Sixth Form choices.

Preparation for life beyond Tormead is intended to develop in pupils the knowledge, skills, behaviours and values to succeed in today's workplaces, and to have the resilience and grit to flourish in the face of change.

2. Aims and Objectives

The aims of careers provision at Tormead are to:

i. Create an environment of self-awareness and self-evaluation to facilitate pupils' understanding of their knowledge, skills, interests, and values.
ii. Encourage the exploration of options by providing up to date, credible, and high-quality resources.
iii. Offer opportunities to experience, research and learn about a variety of post-18 education and career pathways through encounters with higher education providers and employers.
iv. Contextualise subjects, curriculum, and co-curricular activities with a robust provision of careers education to broaden horizons, break down stereotypes and identify development of career management skills.
v. Ensure students have the confidence to follow aspirational but realistic pathways, consider the full range of options available and make the best, most informed, and flexible choices at each stage.
vi. Ensure pupils obtain the relevant knowledge, skills and experience to implement these choices successfully.
vii. Ensure that pupils have the necessary skills and behaviours to perform to their full potential in assessment situations.
viii. Ensure that support is offered toteaching staff, tutors, senior managers, parents and governors are supported to enable all of the above, and ensure it is an enjoyable process.

The objective is to achieve the aims above and to continue to achieve all the Gatsby Benchmarks. These are:

i. A stable careers programme.
ii. Learning from careers and labour market information.
iii. Addressing the needs of each pupil.
iv. Linking curriculum learning to careers.
v. Encounters with employers and employees.
vi. Experiences of workplaces.
vii. Encounters with further and higher education.
viii. Personal guidance.

3. Organisation

The points below explain the organisation of the careers provision at Tormead School:

i. The Director or Careers and Higher Education has a detailed breakdown of planned careers provision and the resources provided (see page 4).

ii. Careers education is provided by suitably qualified and experienced individuals, in accordance with up to date, impartial and credible sources.
iii. Education is delivered through formal lessons, assemblies, form time, extra-curricular activities, varying by year group as detailed in the schedule.
iv. One to one advice is available to all, with an emphasis on accessibility and individuality.
v. Bespoke resources are provided to each year group of pupils and parents. Supporting resources are provided to teaching staff.
vi. The Careers Department works closely with the Director of the Development and Alumnae Office to ensure that current pupils benefit to the full, from Tormead's expanding network and that information and advice meets the standards set out in this policy.

TORMEAD SCHOOL CAREERS AND FUTURE PATHWAYS PROGRAMME

Tormead
CAREERS

Year Group	Gatsby Benchmarks	School Wide Events	Autumn	Spring	Summer
Year 7 Introducing Careers & Future Pathways	1, 2, 3, 4, 5	- Careers Networking: STEM, Medicine, Business & Law (Autumn) - Enrichment Talks (all year round) - Future Pathways Ambassadors / Captains (all year round) - Creative Careers Week (Autumn) - Careers Networking: Performing Arts, Creative Arts and Sport (Spring) - University Speed Networking Evening (Spring)	- Real or Not Real Job (assembly)	- Step into the NHS	
Year 8 Introducing Careers & Future Pathways	1, 2, 3, 4, 5, 7		- Careers Escape Room (Tormead Together) - Introduction to Unifrog (assembly) - Unifrog Quizzes to help with Carousel Subject Decision Making (form time) - Decision making one-to-ones		- Post-16 Options (PSHE) - What Does Success Mean to You (PSHE)
Year 9 Investigating and Experiencing Careers and Future Pathways	1, 2, 3, 4, 5, 7, 8		- How Languages Can Help Your Career (assembly) - Decision Making: How to Choose GCSEs (PSHE) - What is a Career (PSHE) - Post-18 Options (PSHE)	- GCSE Choices one-to-ones	
Year 10 Investigating and Experiencing Careers and Future Pathways	1, 2, 3, 4, 5, 7, 8		- How to Network Effectively (Next Steps) - Working, Earning & Managing Your Money (Next Steps) - Alumnae Talk (Next Steps) - Employer Talk (Next Steps) - Inspiring Insights (assembly)	- Why Go to University talk by Lancaster University (Next Steps) - Why do a Degree Apprenticeship talk with current apprentice (Next Steps) - Why do a Gap Year talk with Oyster Travel (Next Steps) - Tenner Enterprise Challenge (PSHE) - Inspiring Insights (assembly)	- Future Pathways Day (off timetable)