

<b>CAREERS POLICY</b>
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Date	Review Date	Contact
01.03.20	01.03.21	Head of School & Education

This policy is underpinned by our core values as stated in our aims & ethos.

### Policy aims

To support students in becoming independent learners who develop a deep engagement with their own lifelong learning potential, both in terms of university and career paths; to encourage students to recognise personal skills through self-review, leading to realistic goal setting and career planning; to encourage students to seek information for themselves to instil a sense of ownership in their future; to prepare students for the next stage of their education, training or employment, be it university or otherwise, by helping them make informed decisions based on a more extensive knowledge of a broad range of possibilities and themselves; to help students to understand the prospects and job progression patterns of careers they are interested in, and to identify any obstacles to their future aspirations, and find suitable solutions well ahead of time; to encourage students to discuss in relative detail their future plans with parents, teachers and peers; to provide challenge and engagement at every opportunity by personalising the school experience to make it relevant to students' lives.

### Impartial, up-to-date careers guidance

FastTomato:

Newbury Hall School invests in the FastTomato online careers guidance service to deliver psychometric testing and impartial, up-to-date advice to all its students covering a broad range of options. Students register and take their first psychometric tests during induction, giving them a taste for what this widely used portal can offer them before they revisit it later in the year in Personal Trajectories lessons as suitable.

Having gauged students' interests and potential through their psychometric tests, the website suggests possible careers of interest. Students explore by clicking on options and are told what qualifications they will need (if any) and how to obtain them, including direct employment, apprenticeships, degrees, etc. Further exploration shows related careers, higher-level qualifications and specialisations, etc.

According to the FastTomato website: "Using a combination of questionnaires, assessments and cutting edge profiling, we give careers and education advice to help people identify and choose a career path that is right for them. For younger students, this takes the form of recommending subjects to study and opening up the world of careers to them. We can help older students with

deciding between a career straight from school, an apprenticeship or higher education and we can help adults looking for a new career direction. All of our reports and recommendations provide objective, impartial and relevant advice and identify the opportunities available.”

In addition, at induction students may take a Myers-Briggs personality quiz, giving them a personality type and description simplified in terms of animal characteristics for teenagers, and also very useful for EAL students. Furthermore, however, the output gives examples of what careers might suit them, what education and training paths can lead them there, and more specific information about which qualifications and courses are available - as well as a short list of ‘inspirational’ celebrities of their personality type.

A more detailed personality quiz may also be taken online at induction by some students, which gives them a more detailed analysis of their character type.

### **Format of the careers programme**

The aims of the careers programme and the outcomes for students are the same as for this policy, namely to demonstrate impartially to students that a broad range of careers is possible and to inspire them towards the most appropriate path leading to them.

See guidance documents for careers- and university-related lessons on the Academic Literacy timetable.

Delivery:

- Weekly lessons on interview skills, university choices, etc;
- FastTomato online careers guidance, Myers-Briggs quiz for psychometric analysis and career path exploration, and the 16Personalities quiz may be used in careers lessons with any student by any teachers;
- SI-UK partnership to place students in university or on foundation courses;
- Visits to careers & university fayres, universities for open days, taster days, etc.;
- Invited speakers including business leaders through Founders4Schools;
- Awareness raising of subject-related careers within subject lessons.

Signed:



Alex McNish, Head of School & Education, on 01.03.20