

Career's Strategy Policy

Principal	
	April 2025
Access	
Public Access	Staff and Student Access

1. Introduction

At Southend Adult Community College, we are committed to providing a high-quality, impartial careers education, information, advice, and guidance (CEIAG) programme that prepares all our students for successful progression into employment, apprenticeships, or further study. Our Careers Strategy is aligned with the Department for Education's statutory guidance and the eight Gatsby Benchmarks of good career guidance.

2. Aims and Objectives

Our Careers Strategy aims to:

- Support all students in making informed decisions about their education, training, and career paths.
- Provide timely and relevant information to enable progression to employment, apprenticeships, or higher education.
- Raise aspirations and support social mobility.
- Develop students' employability skills in line with labour market needs.

Objectives:

- Deliver a planned careers programme that meets the needs of all learners.
- Ensure access to high-quality, up-to-date labour market information (LMI).
- Cultivate strong links with employers, higher education institutions, and training providers.
- Provide access to personal careers guidance from a qualified adviser.

3. Statutory Requirements and Guidance

This strategy is informed by:

DfE Careers Guidance and Access for Education and Training Providers (2023)

The Gatsby Benchmarks of Good Career Guidance

The Baker Clause – ensuring provider access for students to alternative routes.

4. The Gatsby Benchmarks

Our provision is structured around the Gatsby Benchmarks:

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

5. Delivery and Implementation

The Careers programme is delivered through:

- Embedded content within curriculum areas.
- Tutorials, workshops, and enrichment activities.
- Employer-led sessions, industry visits, and work placements.
- Individual careers guidance interviews.
- Online careers tools and resources.
- Work experience for all 16-19 year olds on Pathway Programme.

6. Roles and Responsibilities

Senior Leadership Team (SLT): Oversee strategic direction and compliance.

Careers Leader: Coordinates the careers programme and liaises with internal and external stakeholders.

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Careers guidance is provided by our experienced Employability team who can be contacted by email on IAG@Southend-adult.ac.uk

Curriculum Staff: Embed employability and careers learning in lessons.

External Partners: Provide up-to-date guidance, experiences, and opportunities.

7. Provider Access and The Baker Clause

We welcome training providers, universities, and employers to speak with our students about technical education, apprenticeships, and higher education. Opportunities for access are integrated into our annual careers programme

8. Monitoring and Evaluation

We regularly review and evaluate the impact of our Careers programme through:

- Student feedback and destination data.
- Staff evaluations and employer feedback.
- Compass evaluations against the Gatsby Benchmarks.
- Annual strategy reviews by the Careers Leader and SLT.

9. Equality and Inclusion

We are committed to providing equal access to careers education and guidance. We tailor support to meet the diverse needs of learners, including those with Special Educational Needs and Disabilities (SEND) or those who are disadvantaged.

10. Review Date

This policy will be reviewed annually to ensure it remains aligned with statutory guidance and the needs of our students.