



CAREERS EDUCATION POLICY

This policy will be reviewed annually or in response to changes in legislation		
Created	June 2022	Director of Curriculum
Last Review	July 2023	Careers Education Leads
Approved	September 2023	Education Board

This Policy applies to pupils in Year 6 and above at Thomas's Battersea and Thomas's Clapham, and all pupils at Thomas's Putney Vale.

Thomas's London Day Schools operates as a united group of schools with a similar ethos and values and as such is referred to as a singular body.

This Policy should be read in conjunction with Thomas's Curriculum, Teaching and Learning Policy, Personal, Social, Health and Economic Education Policy and Spiritual, Moral, Social and Cultural Policy.

SCHOOL SUPPLEMENTS

[Thomas's Battersea Careers Education Policy Supplement](#)

[Thomas's Clapham Careers Education Policy Supplement](#)

[Thomas's Putney Vale Careers Education Policy Supplement](#)

[Thomas's Putney Vale Work Experience Procedure](#)

Introduction

- In line with the Education (Independent School Standards) Regulations 2014, Thomas's provides careers education to pupils receiving secondary education, ensuring that all pupils have access to independent, accurate and impartial information, advice and guidance.
- Thomas's is committed to providing an outstanding Careers Education for all pupils, but more explicitly for those in Year 6 and above.
- Our aim is to prepare pupils superbly not only for the next phase of their education, but also for their lives which lie beyond, ensuring that pupils make appropriate, well-reasoned decisions about the future of their education and their progress into the world of work.
- This policy is reviewed and developed annually through discussions with our own community and those external to our community who are experts

in Careers Education. We are guided by Gatsby benchmarks to ensure best practice and to conform to statutory requirements.

Context

To ensure that every pupil is prepared for life in modern Britain and the wider world, each pupil is helped to develop an increasing understanding of the world of work, and encouraged to explore and develop areas of learning that will benefit them when taking the next steps in their education and in choosing a future career. They will also gain knowledge of Higher Education (HE) paths, apprenticeships and careers likely to suit their individual talents and skills. Through a careers education programme designed to meet the Gatsby Benchmarks and that conforms to statutory requirements, pupils develop high aspirations and consider a broad and ambitious range of careers

Aims

The aim of the Careers programme is to provide impartial, extensive and current career and labour market information to all pupils to allow them to make informed decisions about their future. This includes:

- providing an outstanding careers programme for every pupil
- enabling all pupils to learn from careers and labour market leaders
- ensuring the programme is addressing the need of each pupil
- linking curriculum learning to careers
- providing opportunities for encounters with employers and employees
- providing opportunities for experiences of work places
- providing opportunities for encounters with further and higher education
- ensuring every student has personal guidance on careers.

Refer to the School Supplements for further information about each School's Careers programme provision.

Equal Opportunities

Thomas's is committed to ensuring that the careers provision is relevant to our pupils, and that the advice and guidance is appropriate, impartial, unbiased and independent of the ability, social and cultural background, religion, sexual orientation, as well as physical and emotional needs.

Monitoring

- Pupils are offered the opportunity to give formal feedback on the Careers Education programme through anonymous surveying. This data will be reviewed annually. Additionally, the School will consider the impact of Careers in the annual pupil satisfaction surveys.
- Qualitative feedback will also be sought using established pupil voice mechanisms (e.g. the Pupils Council) and consultation with members of staff (e.g. Careers Advisors).
- The careers programme will be audited against the Gatsby Benchmarks annually using the [Careers and Enterprise Compass Tool](#).