

## Careers Guidance and Access for Education Policy September 2019

**Reviewed by:** David van Marle  
**Reviewed on:** September 2019  
**Next review:** August 2020  
**Related policies:** PSHEE Curriculum Policy, Curriculum Policy, SMSC/British Values Statement

### Endorsement

Full endorsement is given to this policy by:

**Name:** Joel Chalfen

**Position:** Cambridge Steiner School Trustee

**Signed:** 

**Date:** September 2019

### 1. Policy statement/Aims

*These aims are taken from the Gatsby benchmarks:*

- At Cambridge Steiner School, offering high quality careers advice is seen as an essential role of the school. The form that this takes will vary depending on the changing needs of the pupils as they grow up. As the school stops at Class 8 (Year 9), an emphasis is placed on helping children and parents to make informed choices about their next steps in education.
- Every student, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.
- Opportunities for advice and support need to be tailored to the needs of each student. A school's careers programme should embed equality and diversity considerations throughout.
- All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths
- Every student should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.

- As well as receiving explicit teaching, careers advice embedded within the main curriculum content and every opportunity will be taken to use material to help pupils gain an awareness of employment opportunities.

### Careers Guidance from classes 3-8

#### Class 3

In class three the curriculum covers traditional trades: Carpentry, pottery, blacksmithing, construction, tailoring, cabinet making, instrument making, farming etc. The class will visit a range of trades people and crafts people at their workshops, they will have a chance to see them at work and to ask any questions they might have about what the job entails and why they chose this job. They will visit a construction site if possible as well as having the chance to build their own house/shelter, working alongside experienced and skilled adults.

They will visit a working farm for 1 week and work on the farm, tending the animals and working the land. Once again there is an opportunity for the children to get a real sense of what it is like to be a farmer and to ask any questions they might have.

#### Class 4

In class 4 the children visit Cambridge University as part of their local geography/history block. Here is an opportunity to convey the importance of higher educational institutions and the opportunities that they offer. Children also learn about local businesses.

#### Class 5

Visits to museums on ancient history, get a chance to learn about working in heritage. At the University Botanical Gardens a chance to meet the gardeners there and ask them about their job.

#### Class 6

During the Business Maths block in class 6, the class will run their own little business, learning how to keep accounts, to budget, to build creative and entrepreneurial skills by developing their own products to sell. They will learn how to add value to goods through transforming them. The chance to sell their wares at local fairs will give them a first hand experience of being a market trader.

Visits to archeological digs on Hadrian's wall will give them a chance to meet archeologists and get a sense of what this entails.

During the Physics block, every opportunity will be taken to discuss the practical applications of experiments done and how these relate to the jobs that people do.

#### Class 7

From classes 7 onwards the pupils receive at least 1 careers advice lesson per year that will outline the career paths available to the pupils and which subjects are required in order to pursue a career in this subject. It encourages them to reflect on their strengths and weaknesses and to start to think about what they want to do in their futures and what they would need to do to get there.

During the Inorganic chemistry block, the pupils will study the history of chemistry and the impact that it has had on technological advancement and quality of life.

With the introduction of Algebra, we discuss the applications of algebra within the world and how this relates to the job market.

The class will explore electronics through making their own radios.

### Class 8

The class 8 projects provide a chance for the pupils to gain many skills that will be invaluable to them in their future education and careers. They get a chance to really explore, study and develop skills in an area that they are most interested in. They need to find a mentor who is an expert in the field to guide them in their work. They also need to fundraise for the materials. Through working closely with their mentor throughout the year, they get a chance to ask them about their job and choice of career path.

In Class 8 pupils run their own café or a similar enterprise with teacher's support. They gain real practical work experience, learn about customer service, managing a business, Health and Safety, writing risk assessments, Food Hygiene, keeping accounts and more..

### Classes 4-8 Meaningful encounters with Employers and Employees

From class 4 onwards, adults from a range of backgrounds (cultural and social) and careers are invited to talk to the children: scientists, farmers, politicians, academics, builders, doctors, entrepreneurs and more. These adults not only discuss their careers, but also share something from their biographies and how they came to make the choices that they did. We invite several people each year and the pupils get a chance to ask questions. This also forms part of our Rights of Passage Curriculum.

### Services

We also have regular visits from the police and fire services

### Areas for Growth

- 1 teacher/staff member to train as careers lead by 2021
- 2 Up to date resources for parents on website by 2020