



1. **Rationale:** Careers education and guidance programmes make a major contribution to preparing young people for the opportunities, responsibilities and experience of life. A planned progressive programme of activities supports them in choosing 14-19 pathways that suit their interests and abilities and helps them to follow a career path and sustain employability throughout their lives.
2. **Commitment:** WHIS will provide students with a programme of careers education, information, advice and guidance (IAG) for all students. WHIS endeavours to follow the National Framework and other relevant guidance from the Department of Education.
3. **Aims:** WHIS careers policy has the following aims:
  1. To contribute to strategies for raising achievement, especially by increasing motivation
  2. To support inclusion, challenging stereotypes and promote equal opportunities
  3. Encourage participation in continued learning including Higher and Further Education
  4. To develop enterprise and employment skills
  5. To contribute to the prosperity of individuals and communities
  6. To focus students on their future aspirations
  7. To involve parents and carers
  8. To provide careers workshops, choices, networking and work experience
4. **Staff:** All staff contribute to careers through their role as tutors and subject teachers. All staff maintain careers and options connections with local colleges and career support organisations.
5. **Curriculum:** The MYP programme of small modules allows us to provide sessions that can include on and off site activities (group work and individual interviews), information and research activities, work related and individual learning activities. Other events and activities are organised throughout the year. Offering work experience and skills enables students to:
  1. Develop the knowledge and skills they need to make successful choices, manage transitions in learning and moving into work
  2. Understand yourself, your interests, likes and dislikes, what you are good at and how this affects the choices you make
  3. Find out about different routes and courses and what qualifications you might need and what opportunities there might be to develop a plan of action for the future
  4. Develop the skills you may need for working life and make realistic, but ambitious choices about courses and jobs
  5. Be able to make an effective application for training, Further and Higher Education and jobs
  6. Improve your confidence and resilience.
6. **Gatsby Benchmarks:** We aim to achieve the eight Gatsby Benchmarks of Good Career Guidance as follows:
  1. A stable careers programme
  2. Learning from career and labour market information
  3. Addressing the needs of each pupil
  4. Linking curriculum learning to careers
  5. Encounters with employers and employees
  6. Experiences of workplaces
  7. Encounters with further and higher education
  8. Personal guidance
7. **Legislation: Independent School Standards: part of Paragraph 2**
  - 2 (2) (e) for pupils receiving secondary education, access to accurate, up-to-date careers guidance that–
    - (i) is presented in an impartial manner;
    - (ii) enables them to make informed choices about a broad range of career options; and
    - (iii) helps to encourage them to fulfil their potential;

<b>Revision Control Table</b>	
Drawn up by	Nick Shaw
Date	22/09/17
Review schedule	Annual
Reviewed	01/06/18 by DS; 01/06/19 by DS; 10/06/20 by DS; 10/09/21 by DS; 10/10/22 by DS; 01/11/23 by DS; 24/11/24 by DS
Next review	01/12/25