

Careers Policy



Reviewed: November 2025
Next review: November 2026

The Christian Ethos of Immanuel College

Immanuel means 'God with us'. At Immanuel we believe that we are all God's children and that God has a plan for our lives. At Immanuel we endeavour to help students discover that plan.

Through perseverance we believe that our students' character will be developed in order for them to access a hopeful future.

Introduction

The following document sets out Immanuel College's Policy in relation to Work Related Learning and Information, Advice and Guidance (more commonly termed Careers). Immanuel College seeks to enable all students to realise their potential and is committed to raising children's aspirations. This policy is underpinned by having high expectations for all students and exposing them to careers, training and educational opportunities across all Key Stages. Immanuel College is committed to offering personalised and impartial careers guidance currently contracted to Bradford Council, with an emphasis on working towards 'next steps' in each student's career journey. This complies with the school's obligations under the Careers Guidance in Schools Regulations 2013, an amendment to the Education Act 1977 Section 42A, advice provided in the Ofsted Handbook (2016) and the Gatsby Benchmarks as set out by the Good Careers Guidance Report, Sir John Holman (2013). We conduct termly reviews of our careers programme set against the Gatsby Benchmarks to evaluate the impact our programme has on student outcomes. This evaluation is shared with the Local Authority who support our provision.

The Gatsby Benchmarks:

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each student
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experience of work places
7. Encounters with further and higher education
8. Personal guidance Careers Programme

Student Entitlement:

Students in Years 8 - 13 are entitled to:

- Access to local and national Labour Market Information in order to understand the skills required by different careers sectors and how that relates to skills learned across the curriculum;
- Impartial careers guidance from Year 8 onwards, with at least one appointment with a level 6 trained careers adviser by the age of 16, and at least two appointments by the age of 18. There are at least 2 face-to-face interviews with appropriate members

of staff to inform progression and make careers pathways (e.g. academic and apprenticeship routes) open to them by the age of 16;

- As directed by the January 2023 legislation, there will be a minimum of 6 encounters with providers of technical education (including T levels) and apprenticeships from Years 8-13. These encounters are mandatory. There will be a minimum of 2 encounters during the first 'key phase' (Years 8 to 9), two encounters during the second 'key phase' (Years 10 to 11), and two further encounters during the third 'key phase' (Years 12 to 13), particularly for those students who have not yet decided on their next steps.
- There is at least one opportunity per year for encounters with employers and employees, within a professional environment. In addition, there are opportunities for work experience encounters in Years 10 and 12 (2 weeks in total);
- Have their personal needs addressed.

Employability skills opportunities:

Students experience a range of opportunities including:

- Careers events, fairs, talks and trips;
- Enterprise events;
- PSHE programme;
- Linking the curriculum to employability skills and careers;
- Encounters with employers and employees;
- Encounters with higher education and apprenticeship providers;
- Go Higher events/talks/mentoring.

Details of these events are updated annually and published on the school's website.

Providers' Rights of Access:

In compliance with the Baker Clause (within the Technical and Further Education Act January 2018) the school will allow access to further education providers who wish to make students aware of the options available to them at 14-16, Post 16 and Post 18. The school will attempt to accommodate all requests in some form. The school will make its assembly halls, meeting rooms, classrooms and ICT suites available, as appropriate to the activity. The school will also make Audio Visual and other specialist equipment available to support provider presentations. Providers are also welcome to leave a copy of their prospectus and other relevant literature which will be made available by the Careers team including the Careers Advisor. Where appropriate, information will be distributed to students.

All visits to the school must comply with the school's safeguarding policy, which can be found on our website. The school will be the final arbiter in all matters relating to this policy.

Opportunities for access:

A number of opportunities, integrated into the school's Careers Programme, will offer providers the opportunity to speak with students and/or parents:

- Careers events and talks
- Work experience placements
- PSHE programme
- Assemblies
- Subject specific talks and workshops

- Interview preparation

Contact information:

If you wish to contact Immanuel school about its IAG and WRL provision please email the Office at Immanuel College, For the Attention of the Lead Teacher for Work Related Learning and Information Advice and Guidance at

office@immanuel.bdat-academies.org