



One In A Million Free School

Careers Policy

2025/26

All One In A Million Free School Policies have been devised to ensure that:

- OIAMFS core values are at the heart of all we do: compassion, honesty, integrity and excellence
- Students from all backgrounds and all abilities are welcome
- Each student has the opportunity to flourish and achieve or exceed their potential
- We value the individuality of each student within the context of membership of our community
- We are committed to raising educational attainment and improving our students' life chances
- We provide an environment in which all students will be self-aware, self disciplined and confident
- All students will understand how to make a positive contribution to our community
- We support academic, creative and personal achievement through our focus on Sport, the Arts and Enterprise.

Approved by: Full Governing Body; Jane Hobbs, Principal

Last reviewed: August 2025

Next review: August 2026

Aims

Careers education, information and guidance (CEIAG) programmes make a significant contribution to preparing young people for the opportunities, responsibilities and experiences of adult life. The CEIAG programme is designed to be progressive from Year 7 to Year 11 and supports students in making 14-19 choices.

At One In A Million Free School (OIAMFS) we aim to raise aspirations, challenge stereotypes and encourage students to consider a wide range of careers. Through careers education and guidance, it is hoped that students will be encouraged to make the most of their talents and to go on to jobs or courses, which suit their needs, progress, attainment and aspirations. Students can only fulfil their potential if they understand themselves, their abilities and the possibilities available to them.

In particular we intend our students to:

- Develop a broad understanding of the world of work and an ability to respond to changing opportunities.
- Develop independent research skills so that they can make good use of information and guidance.
- Develop and use their self-knowledge when thinking about and making choices.
- Develop the skills they need to review achievements, plan future actions, make decisions, present themselves well and cope with change and transition. We recognise that the process of making career decisions is a lengthy one and that most of our students will make their final choices only after completing their courses at key stage.

Commitments

The Governing Body and staff are committed to:

- The provision of resources and advice to enable students to understand and develop career choices and to ensure that careers education is seen as part of the overall curriculum and learning framework for all years.
- Encouraging students to achieve and to be ambitious.
- Involving students, parents and carers in the further development of careers work.
- Working with support agencies so that no student is disadvantaged in gaining access to education, training or work.

Provision

- Careers includes both education, information, advice and guidance. Careers education helps our students develop the knowledge and skills they need to make successful choices, manage transitions in learning and move into work. Through guidance students are able to use their knowledge and skills to make the decisions about learning and work that are right for them. Careers education forms an integral part of the curriculum in the PSHE programme. The three main areas of careers learning, identified in the National Framework, form themes throughout careers work from Year 7 to Year 11.
- Self-development - understand themselves and be aware of their strengths and areas for development to inform future learning, work choices and progression routes. Positive self-esteem – understand themselves and the influences on them and how best to manage these influences to maximise their potential.
- Career exploration - investigate opportunities in learning and work through a wide range of resources (computer programmes, internet, books, leaflets and impartial careers guidance).
- Career management - make and adjust plans, to manage change and transition in learning, work and career choices. Careers guidance is supported by the work coaching team leads do in coaching time and PSHCE lessons. All staff are involved in guidance to an extent e.g. support during selection of KS4 options and College applications.
- We are also well supported by our qualified and impartial careers adviser who will interview all Year 11 students. Careers guidance interviews takes place on a one to one basis and is one aspect of the school's pastoral/careers guidance. Careers information and resources are available in school for students to access. Our CEIAG programme aims to guarantee all students who leave One In A Million Free School at the end of Year 11 have an offer of a place to move onto. This is achieved through a taught programme, individual guidance and tracking which helps them to make applications.

Key stage 3 provision includes:

- Allotted time through PSHCE lessons for self-development focusing on lifestyle and progression.
- Access to careers software (UNIFROG) via PSHCE lessons.
- Direction towards careers resources available in school.
- Assemblies and other information on KS4 options, including vocational and alternative courses.
- Appropriate career and aspiration-based activities.
- Individual pathway/options interviews with a member of senior staff.
- A structured and intensive programme of support and guidance for selecting KS4 options.
- Targeted offsite provision where appropriate.

By the end of key stage 3 all students will have:

- An awareness and understanding of their strengths, achievements and weaknesses and support to evaluate how these might inform future choices in learning and work.

- An increased understanding of the full range of 14-19 opportunities for progression.
- An awareness and understanding of some of the qualities, attitudes and skills needed for employability.
- Had the opportunity to access and use online careers resources to research information about opportunities and apply their findings to help make informed choices for KS4 options.
- Received detailed and appropriate support, advice and guidance on KS4 options.
- Been supported in their application to their chosen KS4 options. Attended assemblies, practical sessions and teacher led advice sessions relevant to KS4 option choices.
- Had an individual options interview from senior members of staff to support them in their decisions regarding KS4 option choices.
- An enhanced awareness of economic issues and how best to manage and overcome them.
- Individualised plans for progression and transition between key stages for the most vulnerable and SEND students.

Key stage 4 provision includes:

- College presentations.
- Career-based presentations.
- Taster sessions at college .
- Careers interviews for all Y11 students.
- Information on college open days.
- Support with completing college application and access to computers.
- Parent evenings and some assemblies are supported by external, independent careers advisor.
- Close and continued monitoring and support for vulnerable students.
- Individualised plans for progression and transition between key stages for the most vulnerable and SEND students.
- Individual mentoring for identified vulnerable and SEND students.
- Targeted academic intervention to support achievement for those identified.
- Independent careers support, guidance and awareness through PSHE and other subject areas across the curriculum.
- Completion of Education Health Plan (EHCP) for SEND students to aid progression.

By the end of key stage 4 all students will have:

- Enhanced self-knowledge, career management and employability skills.
- Effectively used ICT software and other sources of advice to investigate and explore future choices and progression routes.
- Experienced the world of work through experiences of work if appropriate.
- Been given direct access to employers, colleges and training providers.

- Been given guidance to help identify a range of post 16 options and careers advice and support networks that they can use to plan and negotiate their career pathways.
- Parent evenings and some assemblies are supported by external, independent careers advisor.
- Close and continued monitoring and support for vulnerable students.
- Individualised plans for progression and transition between key stages for the most vulnerable and SEND students.
- Individual mentoring for identified vulnerable and SEND students.
- Targeted academic intervention to support achievement for those identified.
- Opportunity to complete work experience/voluntary work in area of interest.

Equal opportunities

- One In A Million is keen to promote equal opportunities and try to use every opportunity to challenge stereotypes and to raise aspirations. Careers education is provided to all students and provision is made to allow all students to access the curriculum. Students are encouraged to follow career paths that suit their interests, skills and strengths with the absence of stereotypes. All students are provided with the same opportunities and diversity is celebrated.
- The destinations of our leavers are closely monitored and younger students informed so that we are aware of trends and opportunities.

Relationship to other parts of the curriculum and other policies

- Careers education is conducted in accordance with the school's equal opportunities policy and other relevant policies. The whole school remit of careers is recognised and the curriculum is developed alongside that of other areas so that careers education is an integral part of the whole school curriculum.

Parents and Carers

- Parental involvement is encouraged at all stages. Parents are kept up to date with careers related information through letters, newsletters and at open evenings. Parents are invited to careers interviews if appropriate.

Management

- The Careers Leader coordinates the delivery of the careers programme within PSHE and coaching time. The Careers Leader oversees CEIAG, manages the delivery of the work experience programme and careers appointments for the careers advisor. A member of the leadership team has a holistic overview of CEIAG and all the components.

Resources

- The school has accessible careers resources on display and notice board as well as access to a private area for careers interviews. Our careers adviser will be a visitor providing independent and impartial careers advice.

Monitoring, evaluation and review

- The careers programme is monitored regularly and amended. One In A Million Free School will measure the effectiveness of the CEIAG provision by considering both attainment data and destination data for our students at all transition stages and compliance with the Gatsby benchmarks.