



Careers Education and Guidance Policy

Langley Park School for Boys

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A. Responsibility

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Langley Park School for Boys provide high quality, impartial, stable careers education and guidance for all students. We aim to motivate our students and provide them with a clear idea of the routes to jobs and careers available. This careers policy also aims to widen student's horizons, challenge stereotypes, and raise aspirations to support students to make successful transitions to the next stage of their life.

B. Aims

1. To meet the statutory obligation outlined in the Gatsby Benchmarks to provide a careers education, information and guidance programme to pupils in KS3, KS4 and KS5
2. To provide pupils with a structured programme of careers education that offers information to guide career plans that support post 16 and post 18 outcomes.
3. To provide pupils with guidance to enable them to make informed decisions regarding future options at KS3, KS4 and KS5.
4. To promote the personal, social, moral and educational development of the individual in preparation for the world of work.

There is increasing Governmental recognition of the importance of effective CEIAG within schools to prepare pupils for future success. As such, we take a strategic whole School approach to our careers programme, adopting the principles outlined in the government's recommended Gatsby Benchmarks of [Good Career Guidance | Education | Gatsby](#). Alongside alumni and employer engagement, skills workshops, talks from higher education providers, pupils in year 12 and 10 are also encouraged to complete a week of work experience in the summer term.

The Gatsby Benchmarks are:

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

C. Objectives

The careers education programme at Langley Park School for Boys demonstrates a comprehensive and student-focused approach to preparing young individuals for their future endeavors. By emphasizing self-discovery, exploration, and skill development, the school ensures students are equipped to navigate the complexities of modern education, training, and employment. Here are the key pillars of their approach:



1. Personal Development:

- a. Encourages self-awareness by helping students explore their evolving identity and personal strengths.
- b. Promotes self-confidence and the ability to make informed decisions about their futures.

2. Career Exploration:

- a. Offers knowledge about career pathways and labour market trends.
- b. Facilitates unbiased advice and opportunities to investigate diverse career options.

3. Meaningful Engagement:

- a. Provides experiences to interact directly with employers and industry professionals.
- b. Incorporates practical activities that prepare students for real-world challenges.

4. Skill Building:

- a. Focuses on transferable skills that are essential for 21st-century employment.
- b. Prepares students to handle the financial realities and implications of career decisions.

5. Smooth Transitions:

- a. Ensures students are ready for their next educational or professional phase through structured support.
- b. Aims to make every transition phase a positive and successful experience.

6. Motivation and Inspiration:

- a. Delivers an engaging programme that fuels aspirations and aligns with individual goals.
- b. Use of alumni network for events, talks and mentoring opportunities- providing relatable role models to students**

By embedding these elements into the curriculum, Langley Park School for Boys fosters well rounded, career-ready individuals equipped to thrive in the modern workplace. This strategy not only benefits the students' personal growth but also contributes to their ability to actively and positively engage in society.

D. Guidelines

- 1. To contribute to pupils' awareness of strengths, weaknesses, skills, attitudes and values.
- 2. To develop skills, abilities and qualities enabling individuals to increase their employability potential in the community.
- 3. To learn to make rational decisions about careers, education and training routes.
- 4. To promote a positive work ethic linking effort to success and rewards.

E. Implementation

See LPSB Careers Provision Overview below.

F. Evaluation

Evaluating the careers provision through feedback from key stakeholders—parents, staff, students, employers, and higher education providers—is vital to ensuring that Langley Park School for Boys maintains a dynamic and effective programme. This reflective practice enables the school to:

1. Identify Strengths and Areas for Improvement:

- a. Gather diverse perspectives to pinpoint successful aspects of the careers provision.
- b. Highlight areas where changes or enhancements could better meet student needs.



2. Ensure Relevance and Effectiveness:

- a. Align the programme with current industry standards, employer expectations, and higher education requirements.
- b. Adapt to the evolving aspirations of students and societal trends.

3. Enhance Engagement:

- a. Use feedback to tailor activities that resonate more effectively with students and other stakeholders.
- b. Foster stronger partnerships with employers and education providers by addressing their input.

4. Monitor Impact:

- a. Evaluate how well the programme prepares students for future transitions and employment.
- b. Assess the development of transferable skills, confidence, and preparedness among students.

5. Encourage Collaboration and Transparency:

- a. Strengthen the relationship between the school and its community by demonstrating responsiveness to feedback.
- b. Create a shared commitment to improving outcomes for all students.

By integrating regular feedback into its evaluation process, the school ensures that its careers education remains robust, relevant, and student-centered. This approach reinforces a culture of continuous improvement, helping students achieve their aspirations while meeting the expectations of parents, staff, and external stakeholders.

G. Equal Opportunities

Langley Park School for Boys takes pride in delivering a **comprehensive and inclusive careers programme**, ensuring that **students with Special Educational Needs (SEN), disabilities, and those who are disadvantaged** receive the tailored guidance and support they need to thrive.

Key Features of Our Careers Programme:

1. Accessible Career Learning:

- a. Collaboration among relevant staff ensures that the unique needs of each student are prioritized.
- b. Support is enhanced through the involvement of Teaching Assistants and the careers team.
- c. Tailored resources include higher education (HE) and employer encounters, customized videos, and Unifrog links, all designed to meet individual learning styles and preferences.

2. Ongoing Support:

- a. Our dedicated careers team provides continuous support throughout the student's educational journey, ensuring they feel empowered to explore their aspirations and make informed decisions about their future.

Langley Park School for Boys remains committed to fostering aspiration and opportunity for all students, placing inclusivity and personalized support at the heart of our careers programme.