

Careers Policy SupaJam

August 2020

(To be reviewed 2021)

Our mission:

Our mission is to help vulnerable young people who have previously fallen out of formal education to engage, achieve and progress in a unique, inclusive learning environment. This policy aims to support our talented and ambitious students by nurturing their skills and ambitions in line with our mission statement and ethos.

Aims and purpose:

- To encourage our students to focus on their futures with regular encouragement, support and positivity
- To inspire our students to become independent, motivated to develop their aspirations and take ownership of their future choices and career progression
- To provide a friendly, welcoming and confidential atmosphere to openly discuss future options and any worries or concerns
- To support our students in developing key skills needed for transition beyond SupaJam, including resilience, social communication skills, innovation, leadership and team building.

Statutory requirement and recommendations:

SupaJam is committed to embedding the Gatsby benchmark of good careers guidance;

- A stable careers programme
- Learning from career and labour market information
- Addressing the needs of each student
- Linking curriculum learning to career development
- Encounters with employers and employees
- Experiences of workplaces
- Encounters with further and higher education
- Personal guidance

In addition to our careers plan, based on the Gatsby Benchmark, we have developed our 'work ready' careers programme which can be found on the SupaJam website. This is reviewed and updated annually.

We will will annually review government guidelines and recommendations to ensure our careers policies and provisions are in line with government requirements.

Careers provision

1. All of our students will have access to the following:

- Impartial, professional careers advice from a qualified member of staff.
- Access to a practical and integrated careers programme where students are given opportunities to build on key skills needed for college and beyond.
- Accessible and visual careers advice through guest speakers, workshops and a careers drop in service.*
- Opportunities to participate in work experience at a major UK festival that is integrated into the curriculum to ensure all students are fully supported.*
- Access to career information in the following places: SupaJam's website, notice boards within the building, workshops delivered by the careers and transitions team.

- A careers and aspirations discussion at the start of the academic year to support staff members to develop and nurture student aspirations.
- Opportunities to participate in organising events within college and join events put on by the careers department.

2. Additional support for SEND and High Needs students:

- Personal support from a SENCO where appropriate to ensure students have maximum opportunities to achieve career aspirations.
- Transition meetings when leaving SupaJam and additional external careers guidance by a professional trained to work with SEND students.
- Targeted support in small groups to include trips to support in developing independent travel skills, exchanging monies, navigation in new places and social interactions within the community and wider world.

3. Access to a careers advisor

- A qualified careers advisor will be available for our two sites for all students throughout the academic year. This member of staff will be named on our careers page on our website.
- An externally sourced careers advisor to offer further independent careers advice to our leaver students.*
- A careers day held annually at the Swanley base, where students will have the opportunity to seek careers advice from professionals in a variety of industries and learn more about career options.
- Onsite access to members of the careers team.

4. STEM activities

- All students will have at least 2 opportunities throughout the year to participate in STEM activities. This will support in developing key skills such as social interaction, communication, innovations and team building.
- Stem activities will be reviewed and developed annually and will be planned and integrated into SupaJam's programme of delivery at the start of the academic year.

5. Charitable events and activities

- There will be at least 1 opportunity to participate in a charitable event either within or outside of SupaJam. This may include, but is not limited to; a charity gig or in house fundraising organised by the Student Union.

6. Work experience

- We provide a safe and supportive environment in which our students can gain work experience to help build confidence and work at a pace that is suitable to them. SupaJam works closely with Black Deer Festival, curating its own stage and area. This event occurs on an annual basis, but students participate during the academic year in regular workshops alongside industry professionals to learn about the practicalities of organising and running a festival. *
- Additional work experience opportunities will be advertised on the careers board, run by the student union.*

- We will encourage and support our students in seeking further work experience opportunities to help them achieve their career aspirations. *

7. SMSC Programme

SupaJam's SMSC (*spiritual, moral, social and cultural development*) programme is designed to equip students with the necessary skills, knowledge and confidence to take on adult life in the working world. The programme is integrated into the curriculum and covers 6 key areas over the academic year:

- Equality and diversity
- British Values
- Health
- Independent life skills
- Community work
- Career development

This programme is reviewed and developed at the start of every academic year.

8. Student Union

- The student union aims to provide opportunities for students to become independent, ambitious and motivated thinkers, to help support themselves and others in achieving their aspirations.
- Students will be encouraged to create, update and maintain a careers section on the careers board, with news of charity events, job and work experience opportunities and information around accessing higher education.
- We will provide support for students within the union to help facilitate any events, incentives or workshops they would like to do within college.

Feedback and evaluation:

- We will review all of our career documents, including this policy on an annual basis with regard to government and college requirements.
- We will seek feedback via regular surveys to help us collect feedback and data on how we are progressing and where we need to improve.
- Regular meetings between the careers and transitions team, SLT and the students themselves will ensure ongoing revision of SupaJam's career offer.
- We will evaluate our careers department activities using COMPASS, a government recommended evaluation tool that reviews your performance against the Gatsby benchmarks.

**These activities are subject to COVID precautions put in place by the college and will only be carried out if safe to do so in line with government guidance.*