



KNELLER HALL

SCHOOL

Careers Education and Guidance Policy

Legal Status

This complies with the school's legal obligations under Section 42B of the Education Act 1997 and with Part 1, paragraph 2 (e) (i)(ii)(iii) of the Education (Independent School Standards) (England) Regulations 2018.

Applies to:

- The whole school, along with the out of school care including co-curricular activities and all other activities provided by the school, inclusive of those outside of the normal school hours.
- All staff (teaching and support), pupils, visitors within the school, volunteers, the Proprietor, governors, external contractors and providers hired by the school (e.g. school excursion providers).

Related Documents

Careers Guidance and Access for Education and Training Providers – Statutory guidance for governing bodies, school leaders and school staff, September 2026 –

<https://www.gov.uk/government/publications/careers-guidance-provision-for-young-people-in-schools/careers-guidance-and-access-for-education-and-training-providers>

The Gatsby Benchmarks

<https://www.gatsbybenchmarks.org.uk>

Availability

This policy is made available to parents, staff and pupils via the school's website, and on request a copy may be obtained from the school office.

Monitoring and Review

This policy is subject to continuous monitoring, refinement and audit by the Principal.

Signed:

Amy Cavilla

Principal

September 2026

Introduction

Effective Careers Education and Guidance is an essential feature of the provision for pupils while in fulltime education and an expression of commitment to the principles of lifelong learning and equality of opportunity.

Aims

Careers Education and Guidance at Kneller Hall School seeks to comply with all statutory requirements and guidance. It also supports the stated values, aims and expectations of the school. We are guided by the eight Gatsby Benchmarks, aiming to align our provision with them.

Implementation

Our school careers curriculum is underpinned by the school's core values of courage, excellence, perseverance and respect. Advice is provided for pupils at every level of the school, with careers information largely delivered as part of the PSHEE (Reflections) Programme.

There is a particular focus for those receiving secondary education to help pupils choose GCSE and post-16 courses. This requires impartiality, the provision of sufficient information so that pupils can make informed choices about a range of careers options, and advice which generally helps to encourage pupils to fulfil their potential.

In particular:

- we respect each pupil;
- we treat pupils with fairness and honesty;
- we provide equal opportunities for pupils of all needs and abilities;
- we value our environment and we aim, through our curriculum, to teach respect for our world and how we should care for it for future generations, as well as our own.

Through the curriculum and co-curriculum, we nurture the spiritual, moral, social and cultural development of each pupil as well as their intellectual and physical growth.

All pupils in the school are entitled to:

- be introduced to a range of career options and their associated labour market information;
- understand how their current studies relate to potential careers options;
- the opportunity to meet employers;
- appreciate the need for employees within the STEM industries.

All pupils from Year 9 to the Upper Sixth are entitled to:

- understand how to make applications for the full range of academic and technical courses;
- find out about technical education qualifications and apprenticeships opportunities;
- be introduced to the full range of education and training options available at GCSE level and post-16 provision including A Levels, vocational qualifications, apprenticeships and other training routes;
- experience the working environment at least once during their time in the Upper School and Sixth Form.

Pupils in Year 11 are expected to complete a Work Experience Week in the summer term after their GCSE examinations are finished, which offers the opportunity to spend a week in a professional environment. This is supported by the Careers Team in consultation with the Head of Year 11.

Key Responsibilities

The Principal is responsible for monitoring the implementation of the careers curriculum and overseeing the work of the careers team (Director of Sixth Form and Careers Team).

Careers Programme Overview

The careers strategy explains that good careers guidance connects learning to the future. It motivates young people by giving them a clearer idea of the routes to jobs and careers that they will find engaging and rewarding. Good careers guidance widens pupils' horizons, challenges stereotypes and raises aspirations. It provides pupils with the knowledge and skills necessary to make successful transitions to the next stage of their life. This supports social mobility by improving opportunities for all young people, especially those from disadvantaged backgrounds and those with special educational needs and disabilities.

Appendix 1 – Core Careers Programme, Content by Year Group

Please note that the details listed below represent our core careers provision and as well as other activities such as InvestIN workshops and trips which supplement the core provision. These additional provisions change slightly from year to year depending on need and availability.

Year	Provision (Gatsby Benchmarks)
7	Careers lessons as part of the PSHE Programme; Kneller Laureate; visiting speakers (1, 2, 3)
8	Careers lessons as part of the PSHE Programme; careers workshops with InvestIN; Stretch and Challenge visit to Thriving Minds day; Kneller Laureate; visiting speakers (1, 2, 3, 5, 7)
9	Careers lessons as part of the PSHE Programme with a focus on KS4 options; GCSE Options Evening; GCSE Taster Lessons; Year 9 Careers Hub Event; careers workshops with InvestIN; Stretch and Challenge visit to Thriving Minds day; Careers drop-in clinic; Kneller Laureate; MaDD placements; visiting speakers (1, 2, 3, 4, 5, 7)
10	Careers lessons as part of the PSHE Programme; school-funded Careers and aptitudes testing by Morrisby; guidance on interpreting the Morrisby reports; Sixth Form Open Evening; Futures Day; Careers drop-in clinic; Kneller Laureate; visiting speakers; MaDD placements (1, 2, 3, 4, 8)
11	Careers lessons as part of the PSHE Programme; guided research of post-16 options using Morrisby platform; What Career Live exhibition; Pathway to Oxbridge visit to Oxford and to Thriving Minds day; One-One Guidance Meetings with Senior Members of Staff; A Level Taster Lessons; Networking Evening; Work Experience; Careers drop-in clinic; Kneller Laureate; visiting speakers (1, 2, 3, 4, 5, 6, 7, 8)
L6	Careers lessons as part of the PSHE Programme; Dukes Careers School with InvestIN; access to D+ advice for Oxbridge and US university candidates; Networking Evening; UCAS Fair and Guidance; Careers Fair; Facilitating Visits to University Open Days; Futures Week; One-One Guidance Meetings with Senior Members of Staff; One-One UCAS and Careers meetings with Dukes' careers advisors; Careers Fair at a local Dukes school; Careers drop-in clinic; Kneller Laureate; visiting speakers; MaDD placements (1, 2, 3, 4, 5, 6, 7, 8)
U6	Careers lessons as part of the PSHE Programme; Completion of UCAS process; access to D+ advice for Oxbridge and US university candidates; Networking Evening; Careers drop-in clinic; Kneller Laureate; visiting speakers (1, 2, 3, 4, 5, 6, 7, 8)

Gatsby Benchmarks

1. A stable Careers programme
2. Learning from career and labour market information
3. Addressing the needs of each young person
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