



ETHOS OF EXCELLENCE

Careers Education Information and Guidance Policy

GEORGE SPENCER ACADEMY

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Careers guidance and inspiration in schools

Statutory guidance:

*“The duty on schools, to secure independent careers guidance **for all year 7-13 pupils**, is intended to expand advice and guidance for young people so they are inspired and motivated to fulfil their potential. Schools should help every pupil develop high aspirations and consider a broad and ambitious range of careers. Inspiring every pupil through more real-life contacts with the world of work can help them understand where different choices can take them in the future.”*

“Every school must ensure that there is an opportunity for a range of education and training providers to access all pupils in year 7 to year 13 for the purpose of informing them about approved technical education qualifications or apprenticeships”.

Rationale and context for CEIAG:

A young person's career is their pathway through life including learning and work. All young people need a planned programme of activities to help them make choices that are right for them and to be able to manage their careers throughout their lives.

“The statutory duty requires governing bodies to ensure that all registered pupils at the school are provided with independent careers guidance from year 8 (12-13 year olds) to year 13 (17-18 year olds).” DFE March 2015/revised Jan 2018/revised July 2021

Staff with key responsibility for CEIAG:

- Helen Corbett – Principal – overall accountability
- Jonathan Dakers – Assistant Principal – SLT link
- Paul Burrows – Director of Futures (Careers Lead)
- Work experience is planned and implemented by the DfL for the relevant year group.
- The Futures Group Personal Adviser (careers coaches) works closely with staff to ensure that students in Y11/12/13 have independent guidance discussions. Targeted Y8/Y9/10 students are also offered a one to one discussion.

Commitment:

George Spencer Academy is committed to providing a planned programme of CEIAG for all students in years 7-13. Specific support and guidance for Y9 -13 is offered through our partnership with The Futures Group.

George Spencer Academy endeavours to follow the “Careers guidance and access for education and training providers” statutory guidance for schools and guidance for further education colleges and sixth form colleges” (July 2021) and other relevant guidance from the DFE.

As a school, we will endeavour to incorporate and deliver all eight Gatsby Benchmarks to ensure that students have greatest opportunities to succeed. We work closely with the D2N2 careers hub as part of this ongoing process.

Students' needs:

The CEIAG programme is designed to meet the needs of students at George Spencer Academy. It is differentiated and personalised to ensure progression through activities that are appropriate to students' stages of career exploration, management and planning. Essential skills for successful employability are also promoted within and beyond the curriculum. Additional support is offered in liaison with members of the Inclusion team.

Entitlement:

Students should leave school prepared for life in modern Britain. This means ensuring academic rigour supported by excellent teaching to develop the values, skills and behaviours that they will need to get on in life. All students should receive a rich provision of classroom and extra-curricular activities that develop a range of character attributes, such as resilience and grit, which underpin success in education and employment. High quality, independent careers guidance will help students emerge from school with a more fully rounded attitude that prepares them for the world of work. They are entitled to/and need to be well-informed when making subject and career decisions.

Staffing:

All staff contribute to CEIAG through their roles as Learning Managers and subject teachers. The CEIAG programme is planned, monitored and evaluated by the Careers Lead in consultation with the Futures adviser who provides specialist careers guidance. CEIAG education is delivered through the curriculum, form time learning, excellence days and bespoke PSHE activities. Careers information is available via dedicated electronic platforms and through the personal advisors.

Curriculum:

The CEIAG programme includes careers education sessions, career guidance activities (group work and individual interviews), information and research activities (including Unifrog), and individual learning planning/portfolio activities. CEIAG lessons are part of the school's Form Time Learning programme, growth curriculum and through curriculum via curriculum links. Excellence days and Futures Focus Week provide opportunities to disseminate key information and messages to students to support their career planning.

Partnerships:

An annual Partnership Agreement is negotiated between the school and The Futures Group which identifies the contributions to the programme that each will make. Other links are continually being developed. Futures are very complimentary to our provision in that we offer our students independent advice that is tailored to the needs of our students and not the needs of the Academy. Our Provider Access policy is available on the school website.

Resources:

Funding is allocated in the annual budget planning round in the context of whole school priorities and particular needs in the CEIAG area. The Careers Lead is responsible for the effective deployment of resources. Sources of external funding are actively sought.

Staff development:

The training and support needs of staff involved in co-ordinating, delivering and supporting CEIAG are identified and met through a continuing professional development programme. Staff training needs are also identified as part of the Partnership Agreement process with Futures. The school endeavours to meet identified training needs within a reasonable period of time.

Monitoring, Review and Evaluation:

The CEIAG provision is monitored, reviewed and evaluated by the Careers Lead. Evaluation methods include student voice, feedback from Futures+, survey data and reviewing destination measure data. We seek the support and guidance of our enterprise advisor alongside our work with the D2N2 careers hub. The results of evaluation are communicated to Leadership and Directors. The Partnership Agreement with The Futures Group is reviewed yearly by the Careers Lead, SLT link and Personal Adviser.

Development:

This policy and the Provider Access Policy are continually being developed and will be reviewed bi-annually through discussions with key stakeholders and our external partners.

Policy prepared by	N Platts	October 2016
Revised by	N Platts	February 2018
Reviewed by	N Platts	February 2020
Reviewed by	J Dakers / P Burrows	July 2022
Reviewed by		
Reviewed by		
Revised by		