

Caldew School
Careers Education, Information, Advice and Guidance Policy (CEIAG)



Rationale

With such large changes to both local and national labour markets, careers guidance has become extremely important. Add to that the ever-changing economic and political position within the UK and internationally and we can clearly see why it is vital that we ensure our students leave well-educated and informed about their future prospects.

Students at Caldew are faced with a myriad of changes, challenges and choices, coupled with a vast array of opportunities. As a school it is our responsibility to educate, inform, advise and guide our students so that they are well equipped to leave us and enter the world of work.

A robust careers programme helps to avoid disengagement, puts learning into a wider and more relevant context, and helps raise aspirations.

Context

In December 2017 the government's new careers strategy set out the expectation that all schools will be meeting 8 areas based on a report by Professor Sir John Holman titled "*Good Career Guidance*". This was published through Lord Sainsbury's Gatsby Charitable Foundation. The report identified 8 benchmarks that are the core dimensions of good careers and enterprise provision in schools:

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 with workplaces.
7. Encounters with further and higher education.
8. Personal guidance.

These benchmarks define all of the elements of an excellent careers programme, based on the best national and international research.

Aim

In line with the Government's careers strategy Caldew School is setting out a long term plan to build a careers provision programme that will help young people choose the career that is right for them. Our aim is to help students develop the skills and confidence needed to make realistic and informed decisions about their futures and to manage the transitions from one stage of their education, training and work to the next.

Our aim is to ensure that all young people are provided with a programme of advice and guidance that is stable, structured and delivered by individuals with the right skills and experience. We also aim to provide independent and impartial advice to students as is our statutory duty.

By 2020 the school's aim is to achieve the eight recommendations of the Gatsby Report. Our on-going work to meet these benchmarks will be evaluated by using the Careers and Enterprise Company's "Compass Tool". This is an online self-evaluation tool for schools to use to assess how their careers support compares against the Gatsby Benchmarks and the national average.

Partnerships

Our CEIAG programme is greatly enhanced through our strong ties with both local employers and training providers who ensure students' learning is up to date and relevant. We strive constantly to expand and improve links with employers and other local groups. Some of our local contacts include ASDA, Arnold Clark, Gen II, Nestle, Pirelli and Ford Motors.

Caldew school is also part of the "*Carlisle Schools Careers Group*" (meeting with the careers leads in local schools), and has strong ties with "*Inspira*", "*The Careers and Enterprise Company*" and "*The Cumbria Enterprise Partnership (LEP)*".

Caldew is also one of the schools that forms part of the new "*Cumbria Careers Hub*" which gives us a significant opportunity to work together with other schools and organisations to develop careers and enterprise education across the county and build on the good practice that already exists.

Provision

The CEIAG programme makes a major contribution to preparing young people for the opportunities, responsibilities and experiences of life. A planned progressive programme of activities supports them in choosing the correct pathways that suit their interests and abilities and helps them to follow a career path and sustain employability throughout their working lives.

Careers guidance begins in Year 7 and continues every year until students leave us at the end of Year 11 or Year 13. We provide the opportunity for providers to talk to our Year 7 to 13 students about technical education qualifications and apprenticeships.

Career, education, information, advice and guidance (CEIAG) at Caldew School is delivered through:

- Skills for Life, Citizenship, Philosophy and Ethics lessons (Years 7 to 13)
- Assemblies (Years 7 to 13)
- Form Tutor career units (Years 7 to 11)
- Business leader mentors (Year 9 students)
- INSPIRA mentoring (Year 11)
- School futures mentoring (Year 11)
- External speakers from a range of education providers (Year 7 to 13)
- Off timetable events such as STEM Projects, WOW Days and Enterprise Activities. (Year 7, 9, 11)
- Visits to other providers (Year 9, 10, 12, 13)
- Year 11 voluntary Work experience
- Year 12 and 13 University entrance advice and guidance
- Year 12 and 13 Futures advice
- Year 12 Work Experience
- Dream Placement (Year 12)
- Young Enterprise (Year 12)

All staff have a part to play in the implementation of this policy through their role as tutors and as subject specialists

Monitoring, Review and Evaluation

We use destination information, student voice and audits to monitor and improve the delivery of CEIAG and inform our curriculum

A report will be published on an annual basis, including an account of activities, a review of the progress being made towards the Gatsby Benchmarks and an evaluation of student responses to provision.

This policy will be reviewed annually as part of the whole-school self-assessment process and will be reviewed by the Governors.