



## **The Ecclesbourne School**

### **Policy for Careers Education, Information, Advice and Guidance (CEIAG)**

**"Learning together for the future"**

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This policy was approved by the Governors on the 12<sup>th</sup> October 2022 by the Chair of Trustees

This policy will be reviewed annually on or before October 2023

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## **Rationale**

The Ecclesbourne School is committed to delivering a high-quality careers education programme that provides our pupils with the opportunity to make informed decisions about their careers progression, which is ambitious and aspirational. Our provision is continually evolving so that we are meeting the needs of our students in an ever-changing job market, and one that has been impacted on due to covid. We promote equality of opportunity, challenging stereotypes and celebrating diversity. Our programme conforms to the statutory requirements, including the Baker Clause, and meets the Gatsby Benchmarks, referring to *Careers Guidance and access for education and training providers: statutory guidance for schools, Department of Education (September 2022)*.

*The department asks all academies to pay attention to their legal requirements under the provider access duty, commonly known as the 'Baker Clause', and make sure they have put in place arrangements to comply fully with this law. Schools must provide opportunities for a range of education and training providers to access all year 8 to 13 pupils to inform them about approved technical education qualifications and apprenticeships.*

The governing body must ensure that the independent careers guidance provided;

- is presented in an impartial manner
- includes information on the range of education or training options, including apprenticeships and technical educational qualifications (meeting the Baker Clause)
- is guidance that, in the consideration of the person giving it, promotes the best interests of the pupils to whom it is given

## **Context**

At transition points, i.e. 14+, 16+ and 18+ we ensure that appropriate advice and guidance which is in the best interests of the individual. This includes working alongside Independent Careers Advisors.

Each year around 75% of our Year 11 pupils stay on into the Sixth Form. They are joined by around 15 % of pupils from other schools Other students leave our school to go to colleges to complete Level 3 courses or to begin apprenticeships. We have had a 0% Neet figure for the last three academic years. Around 80% of our Sixth Form students go on to university, between 5-10% undertake apprenticeship courses and around the same numbers take a gap year or go into employment.

The School has been awarded the Career Mark for over 10 years and the school are hoping to re-validate it in the Autumn term.

Careers education and guidance make a major contribution to preparing young people for the opportunities, responsibilities and experiences of working life. Our spiral curriculum supports them in choosing 14-19 pathways that suit their interests, abilities and help them to follow a career path and sustain employability throughout their working lives.

The Ecclesbourne School is committed to providing impartial and independent careers advice for all students from Years 8 – 13. CEIAG is an important part of the 14-19 Curriculum and we support the statutory requirement for a programme of careers education this is explained in more detail on the school website. We have achieved the Career Mark Award for 10 years which recognises the high-quality provision of CEIAG in the school. Reports produced in relation to this have always been very positive.

### **Aims**

The Ecclesbourne School's Careers Education and Guidance policy has the following aims:

- To contribute to strategies for raising achievement, in particular by increasing motivation
- To challenge stereotyping and promote equality of opportunity, and encourage inclusion
- To develop enterprise and employment skills
- To avoid any young person becoming NEET (not in education or training)
- To help students consider their career progression, not just their next individual step
- To contribute to the economic prosperity of individuals and communities
- To meet the needs of all of our students through appropriate personalised activities
- To encourage aspiration
- To involve parents and carers

The school will aim to meet all the Gatsby Benchmarks, as recommended by the Government, as a framework to develop and monitor the careers programme. The careers curriculum intent-implementation-impact document is found on the career pages on the School's website. Appendix 1, at the end of this policy, maps some of our events alongside the benchmarks that they meet.

### **Gatsby Benchmarks:**

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.

### **Implementation**

Careers Education is delivered in PDC lessons by form tutors in Years 7-13. The curriculum is developed by JOE, with support from DCP. These lessons are enhanced with Advanced Learning Days, some of which are repeated annually, others are organised based on individual students and opportunities available. At KS4 (Y10) and KS5 (Y12) students

take part in Work Experience. External speakers are invited to present to students on different job sectors and educational providers, for example, colleges, apprenticeship providers.

Careers Education at Ecclesbourne is underpinned by the following values:

- Impartiality
- Confidentiality
- Ownership by the young person
- Promotion of equality of opportunity
- Transparency
- Accessibility

All departments have displays in their areas which link subject areas to future careers. This allows students to reflect on the different options they can look into in their future if they enjoy or excel in a subject. Heads of Department take opportunities to link their subject to careers in their curriculum and lesson planning.

Other resources available to students include:

i) Careers Advisor: our Careers Advisor, contracted through Ideas4Careers is in school two days each week. Appointments are booked through JOE or DCP at the request of the student, HOY, Parent/Carer or initiated by DCP using assessment data. The school's careers advisor produces an individual action plan following careers interviews.

ii) ICT: The school buys into Unifrog, an online resource, to provide students and Parents/Carers with up-to-date career information, support with applications and advice on their next steps.

iii) Careers Library: This is regularly up-dated, with a range of materials stocked. This is open throughout the day to Sixth Form students and during lunchtimes for Y7-11. It is situated in F9.

## **Equal Opportunities**

Students have varying needs regarding CEIAG, depending on their academic abilities and socio-economic background. The school believes that all students have the right to high quality CEIAG that is relevant to their needs. We operate referral system based on an accurate assessment of students' needs. This is addressed by using statistical information such as CAT scores and FFT assessment predictions. Notice is taken of staff comments which are delivered through the school's formal assessment programme as well as informally. These are given by tutors and subject staff. Up to date information is available on SIMs, Sisra and ALPs.

An individual working with a student may identify the need for support from our careers advisor. In this case a system of referral exists if our careers curriculum and other resources cannot meet the individual's needs.

During the academic year all SEND students (Y9-13) receive a careers interview prior to their annual review.

Students are always involved in the process of referral. They are informed of the process and their views sought at all times. The referral process makes provision for students and their parent to self-refer. Account is taken of any request for specialist help and the necessary documentation completed and recorded in a secure place.

## **Monitoring and evaluation**

The school uses the Compass online self-evaluation tool to monitor how our careers support compares against the Gatsby Benchmarks and the national average.

Destination Data will become an indicator of the success of our careers provision. Ways to use this data to inform planning of careers education will be developed as this measurement comes into force.

The Career Mark Award presents the opportunity to evaluate our provision for CEIAG.

The Department regularly seeks feedback, both formal and informal, from students, for example, following a unit of work related to careers, or after a careers event. We also ask for feedback from staff. This informs our future planning.

## Parents and carers

Parent and carer involvement is encouraged. The school website provides Parents/Carers with a summary of the careers programme and links to useful resources. Parents/Carers are written to throughout the year to keep them informed about careers information and events. Parents are able to attend careers interviews if they wish to.

## Appendix 1

Example of careers related events in one school year which support the curriculum in PDC.

Year Group	For all students	Events to opt into	Gatsby Benchmark
7	STEM day Rocket Car presentation	Girls in Engineering Rolls Royce event STEM Robotics Regional Challenge	GB1, GB2, GB3, GB4, GB5
8	Take Your Child To Work Day	Girls in Engineering Pure Flight Rolls Royce event Big Bang Science Live STEM Robotics Regional Challenge	GB1, GB2, GB3, GB4, GB5, GB6
9	Enterprise Day One-to-one options interview Leeds University A Student's Life presentation Apprenticeship Assembly in Apprenticeship Week	SEND students one-to-one careers guidance interview with external advisor Flight Rolls Royce workshop Mock Trial Event	GB1, GB2, GB3, GB4, GB7, GB8
10	Work Experience Leeds University - Learning Styles and Revision Skills Apprenticeship Assembly in Apprenticeship Week	What Careers/What Uni Conference Crime scene to courtroom workshop Art Print workshop Careers in Law talk Science Live Trip Meet the Scientist webinar University of Huddersfield Getting into Art and Design Courses	GB1, GB2, GB3, GB4, GB5, GB6, GB7
11	One-to-one careers guidance interview with external advisor One-to-one Post 16 interview	Skills Festival at Derby Arena NCS Crime scene to courtroom workshop	GB1, GB2, GB3, GB4, GB5, GB7, GB8

	Leeds University – Choosing Your A Levels Apprenticeship Assembly from external provider	Duke of Edinburgh Bronze Award – including Emergency First Aid at work qualification Careers in Law talk University of Huddersfield Getting into Art and Design Courses	
12	Work Experience Post 18 Day One-to-one careers guidance interview	What Careers/What Uni Conference Crime Scene to courtroom workshop Duke of Edinburgh Gold Award Careers in Law talk CERN trip – biannual visit Meet the Consultant My Career in the NHS talk – C Jenkinson Radiographer Talk University of Huddersfield Getting into Art and Design Courses Young Professionals Conference Leeds University Apprenticeship Workshop with ASK Apprenticeships Access to Oxbridge – Speaker from Cambridge University Rotary Interviews	GB1, GB2, GB3, GB4, GB5, GB7, GB8

