

CHURCHILL COMMUNITY COLLEGE
Policy on Careers Education Information Advice & Guidance

Background to the policy:

CEIAG is central to the education of all students in order to support students':

- Outcomes
- Engagement with learning
- Effective transitions throughout their career

The school will provide a range of opportunities for students to learn about work, the world of work, the skills required for work and the Qualification Pathways available to them. Well thought-through decisions about learning and work informed by effective CEIAG can increase participation in learning and, in turn, raise attainment and support further progression.

This policy applies to:

All students, parents/carers & staff

This policy came into effect on: 07.09.15

Statement of the policy

The main purpose of CEIAG is to provide students with the opportunity to engage in a range of activities that will contribute to their knowledge and understanding of the world of work and the qualification pathways suitable for students' individual needs. The school is committed to not just fulfilling its statutory requirements in this area but providing for students exceptional support and guidance throughout their time at Churchill Community College.

The aim of CEIAG is to enhance the provision made to prepare students for the transition to the next stage of education or employment through:

- Contexts that help raise motivation and attainment (Employer engagement & work related skills development)

- Helping students to follow courses that are appropriate to their needs (Appropriate curriculum informed by student ability and Labour Market Information)
- Improving understanding of the world of work (Opportunity Awareness)
- Successful transition to the next stage of education and employment (Supporting students at key transition stages)
- Empowering students to plan and manage their own futures (Developing career management and job search skills)
- Providing comprehensive, unbiased & responsive advice and guidance service that allows time for face to face guidance (Connexions)
- Actively promoting equality and challenging gender stereotypes

Methods

The methods by which the CEIAG team will accomplish these goals are:

- Providing a range of opportunities that enhance the curriculum (STEM Projects, Visits to Colleges/Taster Days/Masterclasses)
- Promoting awareness of the world of work (Employer Engagement, Year 12 Work Experience)
- Promoting a range of opportunities and provisions which assist in raising aspirations and achievement (Armed Forces days and visitors, Visitors from Colleges and Sixth Forms, Skills Shows visits, Career Speed Dating & Year 11 Interview Day)
- Promoting awareness and understanding of work, industry, the economy and community (Dedicated CEIAG "World of Work" lessons as part of the school's PSHCE curriculum)
- Developing students' personal and social skills to relate to the world of work
- Providing informed and impartial guidance (Options Evenings, Sixth Form Open Evening, Engagement with local Post 16 Providers)
- Enabling students' to make considered decisions in regard to future choices
- Maintaining and developing effective links with key partners including Connexions, LA (Mark Barratt), Wallsend Cluster, North Tyneside Learning Trust (WOW Team).
- To prepare students' for transition to Further/Higher Education or employment with training
- Staff development around the principles of CEIAG will be incorporated into the CPD plan

Each curriculum area to be supported in identifying Careers Education elements and includes these in lesson planning.

- Schemes of Work should recognise the importance of Careers Education

- Lesson plans should include work related learning opportunities
- Departments should display subject links to occupations and progressions

Specific, impartial and independent Information Advice & Guidance is provided to students through a number of ongoing delivery methods:

- CEIAG ("World of Work") lessons across Key Stages via PSHCE
- Tasters and assemblies for principle Post 16 and Post 18 destinations
- University Tasters
- Widening Participation Initiatives with local universities
- Industry specific talks and presentations & Employer Engagement
- Face to Face guidance with a qualified Level 6 in Career Guidance Connexions practitioner
- Group work for specific pathways (i.e More Able (HE)/Apprenticeships)
- Display boards

Management

CEIAG is currently led and managed by a member of the Senior Leadership team who is responsible for:

- The leadership and co-ordination of the various aspects of CEIAG
- The activities at each Key Stage
- Monitoring/evaluation
- Liaison (SLT, Governing Body, LA, NTLT and other partners)

This person is line managed by the Headteacher and supported by a link governor. Subject staff are responsible for identification of work related learning elements within schemes/plans and implementation of work related elements.

Review

The person responsible for CEIAG will report bi-annually to Governors (at Full Governors once per year and at Achievement Sub Committee once per year) on the destinations of learners from Years 11,12 & 13.

Links to other policies and additions to the policy:

This policy has been written with regard to the updated (April 2014) Duty on schools to provide independent and impartial *Careers Guidance* and Inspiration for pupils

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/440795/Careers_Guidance_Schools_Guidance.pdf

and the accompanying Departmental Advice document

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/302424/Careers_Non-Statutory_Departmental_Advice_-_9_April_2014.pdf

It is also supported by the 2009 Hughes & Gration report "Evidence & Impact: Careers and Guidance-Related interventions"

<http://www.cfbt.com/en-GB/Research/Research-library/2009/r-evidence-and-impact-careers-and-guidance-related-interventions-2009>

Our CEIAG programme is also underpinned by a commitment to working towards all 8 of the Gatsby Benchmarks

<http://www.gatsby.org.uk/education/programmes/good-career-guidance>

Monitoring of impact:

The policy should be monitored by SLT under leadership of MJB. Governors should also receive regular updates on progress of CEIAG

Date of next policy review:

This Policy has been agreed by:

_____ (Date) _____
*David Baldwin, Headteacher
Churchill Community College*

_____ (Date) _____
*Tracey Booth, Chair of Governors
Churchill Community College*

_____ (Date) _____
NASUWT

_____ (Date) _____
UNISON

_____ (Date) _____
NUT

_____ (Date) _____
GMB