

CAREERS EDUCATION, INFORMATION AND GUIDANCE POLICY (CEIAG)



Date of Ratification	17 November 2018
Next Review Due	November 2021
Date of Last Review	N/A
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Introduction

Rationale

A structured and embedded careers programme allows every student, irrespective of their starting point the opportunity for successful outcomes into viable employment. In line with the 2011 Education Act (2014 Statutory Guidance) and the new Careers Strategy (2017), all schools have a statutory duty to provide independent and impartial careers guidance from year 8, information on 16-18 education and training options and now must be working towards meeting the eight Gatsby Benchmarks by 2020.

The Eight 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. Experience of workplaces
7. Encounters with further and higher education
8. Personal Career Guidance

Our Commitment

Careers Education, Information, Advice and Guidance (CEIAG) at The SEVA School will be tailored to individual needs and will be aimed at widening student's horizons, challenging stereotypes and raising aspirations so as to provide students with the necessary knowledge and skills to make transitions that allow for successful future employment outcomes. This commitment includes positively supporting social mobility to ensure improved opportunities for all students. We are committed to working towards all of the Gatsby benchmarks so that every student can have the right information, right skills and right experiences to build a rewarding career.

Objectives

The Seva School aims to ensure that the careers provision is both effective and impartial with the equality of opportunity so every student can benefit. To support this and in line with statutory responsibilities, we will utilise the Gatsby Benchmarks for “Good Careers Guidance” as our measure and careers activities will be designed to meet them. This will include ensuring that :-

- All students have access to independent career guidance including access to external sources of information and the full range of education and training post 16 and beyond: apprenticeships (including technical, higher and degree apprenticeships), A Level, vocational college courses, T Level training and university pathways.
- That every student in year 11 has access to face to face careers advice that is tailored to their needs and is with a qualified careers advisor.
- That the careers programme of activities from year 8 to 11 fully meet the career requirements of each stage and offers equitable opportunity.
- That the career programme engages students with the width and knowledge of the various career learning opportunities available to them and how an understanding of their knowledge and skills will enable them to find suitable careers.

Entitlement

All students are entitled to receive CEIAG that meets the statutory guidelines and that is delivered by appropriately qualified careers staff. All careers staff at The SEVA School are appropriately qualified and are centred on raising aspirations, challenging stereotypes and promoting equality and diversity.

<p>Steven Clarke Assistant Head Teacher Careers and Guidance Lead Head of Year 9/10</p>

The Careers Offer

Every student in year 10 and going onto year 11 will receive face to face 1:1 careers advice interview with the school’s Career Information and Guidance lead and an action plan around their next steps. When pupils reach year 12 they will be given specific guidance on applications for:

- University and College
- Apprenticeships
- Jobs in industry

A full career programme of activities and experience by year group is available on request and is also available for staff to access on our shared network. It includes a specifically targeted programme that is available for all students to access.

We also have a number of outside agencies that will be invited in to deliver workshops and careers talks to years 7-10 throughout the school year. These can be found on the schools website.

Careers and the Curriculum

The importance of Maths and English as a foundation for all careers is instilled from year 7 and there is support for students to achieve the appropriate grades in these subjects.

All students will receive weekly PSHE, delivered by their tutor, during tutor time and part of this PSHE programme includes career education and information.

Partnership Approach

As well as Teachers acting as important informants, The SEVA School will also provide students with the opportunity to interact with a wide range of professionals from the World of Work. The programmes are designed to open students' eyes to the wide range of career possibilities and provide students with transferable work skills so that they can readily access these.

The Seva School will work with a variety of outreach partners to access outreach programmes that can provide positive advantage, to our more disadvantaged students (including pupil premium) in terms of break down barriers, challenging perceptions and raising aspirations.

Learning from Career and Labour Market Information

The SEVA School will ensure that all students have access to good quality information about future opportunities through our 1:1 career advice including up to date and relevant Labour Market Information (LMI) as this can help social mobility and support student in decisions.

To further support our students and parents will readily accessible labour market information, we would recommend visiting <http://www.lmiforall.org.uk> for national LMI. The National Careers Services also offer information and professional careers advice for both students and parents: <http://nationalcareersservice.direct.gov.uk> or call 0800 100 900.

Monitoring and Reviewing

Staff development and Evaluation

The SEVA School commit to ensure that all career staff training needs are identified and met so that CEIAG remains current, relevant and timely.