



## Careers Education Information Advice and Guidance Policy

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At Crestwood Community School we believe firmly in ensuring young people have access to an education which fully supports their further education and career choices beyond Crestwood Community School. As stated in the Education (Careers Guidance in Schools) Act 2022 which came into force on the 1<sup>st</sup> September 2022 by the Department of Education, we must provide our students with independent and impartial careers education guidance using a range of activities for Years 7 to 11. These activities should meet the Gatsby Benchmarks and The Baker Clause. Ofsted has highlighted the importance of schools to meet this legislation as it is a key area for Personal Development.

Careers Education Information Advice and Guidance (CEIAG) at Crestwood Community School is centred upon the Careers Development Institutes (CDI) National Framework for Careers and Work Related Learning. This provision is evaluated, reviewed and improved annually. The provision of CEIAG is set in the context of a combination of inter-related policies including Work Related Learning, Work Experience, Special Needs, Equal Opportunities and Rights Respecting Relationships.

It is school policy that all students from Years 7-11 have an entitlement to the best Careers Education Information Advice and Guidance possible as acknowledged by our expected Investor in Careers Accreditation. The entitlement is co-ordinated (see Appendix 1) and delivered in a variety of ways: -

1. Through a planned programme of activities within our Personal, Social and Health Education Programme from Years 7-10, delivered by Ethics and Philosophy teachers. Year 11 also has a CEIAG lesson taught by Crestwood staff every two weeks and overseen by the Careers Leader.

The Learning Objectives are to assist students to:

- Know themselves better.
- Be aware of equal opportunities and stereotyping.
- Manage transitions to new roles and situations, particularly at the end of Key Stage 4.
- Be aware of education, training and career opportunities through a range of activities.
- Make informed choices about their own futures and career paths whether that be the academic, technical or apprenticeship route.
- Evaluate and review their own career pathway.

Our Careers Education and Guidance policy also has the following objectives in line with the Gatsby Eight Benchmarks for Careers Excellence when delivering the careers programme in school:

- To plan and provide a stable careers programme for our learners
- To expose students to relevant labour market information (LMI)
- To address the needs of all students



### Careers Education Information Advice and Guidance Policy

- To link curriculum learning to careers
  - To provide opportunities for student to encounter employers and employees including links with our enterprise advisor
  - To support students to obtain work experience placements at year 10.
  - To provide opportunities for students to encounter further and higher education
  - To provide personal guidance to students on careers education
2. Through individual guidance for all students at Key Stage 4. Careers Guidance appointments will take place with our in-house careers adviser, Mrs Dawn Smith. Parental involvement is encouraged and all parents of Key Stage 4 students are invited to formal interviews, as well as having the opportunity to talk to Careers Teachers and our Careers Adviser.
3. Through access to the Careers Resource Hubs in the LRC and the software and websites available at breaks and lunchtimes and before and after school when:
- Books, prospectuses and other information can be borrowed from the extensive range available, relevant to all interests and abilities.
  - Information may be photocopied and 'browsing' is encouraged and considerable information is available to students to take away.
  - Computers can be used to access information and to generate ideas using interactive programmes i.e. Morrisby, E-clips, Career Companion, SACU. Links are available on the school's careers page.
  - We have a Google Classroom for all students where college and careers information is posted and updated.
  - Advice and assistance is available from our Careers adviser alerting them to many diverse areas of Careers Education and Guidance. Mondays and Fridays on Cherbourg campus and Tuesdays and Thursdays on the Shakespeare Campus.
4. Through a commitment to provide knowledge and understanding of the World of Work through both school activities and Work Experience in Year 10, students:
- Develop a greater understanding of the workplace.
  - Recognise the value of skills and qualifications.
  - Extend their knowledge of careers and jobs.
  - Accept responsibilities within a commercial working environment.
  - Develop positive personal qualities.
  - Help decide their future career pathways.
- Work experience will be for one week per campus in July.
5. Through arranging and advertising our annual Careers Fair in conjunction with local employers, apprenticeship providers, universities and colleges. Inviting role models from the



### Careers Education Information Advice and Guidance Policy

World of Work and Further Education to visit in lessons and assemblies across the school.

6. A work related pathway is available for some students at Key Stage 4 where college placement or work related learning may be offered.

#### **Outcomes:**

As a result of the above objectives the proposed outcomes of Crestwood Community School's Careers Education and Guidance policy are:

- To contribute to strategies for raising achievement by increasing aspirations
- To encourage participation in continued learning including higher education and technical qualifications and apprenticeships
- To develop enterprising and employability skills in students
- To significantly reduce to likelihood of any students leaving our educational establishment as NEET (not in education, employment or training)

#### **Differentiation explained:**

- Pupil premium, CIC and EHCP students prioritised for careers interviews.
- Early liaison with SEN Department for SEN Careers Interviews with specialist adviser. SEN liaison with the Careers Leader regarding Work Experience.
- Mentoring for selected borderline students.
- Post 16 destinations tracking procedure for students in Year 11.
- 1:1 help with College applications in the SEN dept.
- Small group / individual visits to FE Colleges and employers.
- University of Southampton visit for HPA and Disadvantaged students (Learn With US).
- Specialist small group work for groups of students e.g. visits and STEM work.
- Support for vocational students with Apprenticeship applications.