



Kings' School

Careers Policy

Policy Reviewed by:	SLT	June 2021
Approved by:	Pupil Support Committee	June 2021
Approved by:	FGB	July 2021
To be Reviewed	3 Yearly	July 2024

Kings' School – Careers Education Information Advice and Guidance Policy

Rationale for Careers Education Information Advice and Guidance (CEIAG)

Careers Education, Information Advice and Guidance (CEIAG) makes a major contribution to preparing young people for new opportunities and experiences, supporting a successful transition to adulthood by:

- *Developing* cultural capital in young people, regardless of background.
- *Encouraging* and supporting healthy social connections and relationships both inside and outside of school.
- *Negating* conscious or unconscious bias which can significantly impact upon educational and career choices and individual progression.
- *Raising* aspirations and supporting young people to achieve their full potential.
- *Providing* comprehensive information on all options at key transition points.
- *Empowering* young people to plan and to take responsibility for their own future.
- *Enabling* young people to understand the key business skills needed to get ahead.
- *Supporting* young people to develop their personal and economic wellbeing.

In line with the 2017 Statutory Guidance for CEIAG from The Department for Education (DfE), Kings' School continues to deliver a high-quality programme of careers and work-related activities for our pupils through independent and personalised careers guidance. We will continue to enhance this provision using the Gatsby Benchmarks, CDI Career Development Framework and increasing our partnerships with external providers.

Commitment

Kings' School is committed to providing a planned programme of careers education and information, advice, and guidance (CEIAG) for all pupils from Year 7 to 11.

Kings' School believes that CEIAG impacts on the whole curriculum and will be embedded and delivered through all subjects.

Kings' School will deliver the programme in partnership with external providers and an internal, Level 6 qualified adviser, to ensure all pupils have access to high quality impartial CEIAG and tailored, personalised advice and guidance.

This policy supports the school's overall vision and is linked to the School Improvement Plan and other School policies. Governors and senior leaders have a key role in developing and approving the policy, ensuring a high profile for CEIAG within the school curriculum.

Kings' School will also pay regard to relevant guidance on improving outcomes for young people that appears from the DfE, Ofsted and other agencies.

Aims and Objectives

Our aim is to provide a unique learning experience for every pupil from Year 7 to Year 11.

We want pupils to leave Kings' School armed not only with strong academic qualifications, but also with the independent thinking and employability skills to fully embrace and excel in an ever-changing society and global economy.

We will achieve this by linking curriculum subjects and Careers into one overarching initiative which crosses traditional boundaries, into a clear, comprehensive programme.

Management

Anna Payne, Assistant Headteacher, holds strategic responsibility for CEIAG and will oversee the school's appointed Careers Lead, Joanna Turner, ensuring that relevant qualifications, development and training for staff is obtained and upheld. CEIAG is supported by a linked governor, Justin Corrie, in particular Careers Through the Curriculum and Employer/Provider Engagement.

Curriculum Provision

There is a planned programme of learning experiences with learning outcomes for Year 7 to Year 11 which enable young people to:

- Learn about current/future careers and the world of work.
- Develop themselves through career and work-related education.
- Develop independent thinking skills.
- Develop career management and transferable employability skills.

Individual Careers Guidance

We will provide all pupils with tailored, face to face careers guidance, delivered by a Level 6 qualified adviser. We will prioritise SEN, PP, FSM, and vulnerable pupils as defined by the school.

Resources

The school will provide resources for the successful implementation of this policy by:

- An annual budget to cover internal needs and the commissioning of external resources.
- Adequate staffing alongside training and development opportunities
- Pupil and staff access to information (electronic and hardcopy)
- Designated space for individual, group, and research sessions

Partnerships

Kings' School is committed to maximising the benefits for pupils by using a whole school approach involving a range of partners including parents and carers; education and training providers; local employers, business, and community networks.

Approvals and review

This policy is reviewed every three years (unless there is significant change to statutory requirements) in discussion with staff, external partners and in line with the school's legal obligations. Key priorities for action are identified and included in the school improvement plan.

Approved:

Next review: May 2024

Signed: Mr J. Corrie
CEIAG Governor

Dr J. Adams
Headteacher

FE Colleges, Sixth Forms & Apprenticeship Providers:

AHED – Peter Symonds Adult & Higher Education Division

Andover College - AS and A levels and a range of BTEC and vocational courses

Barton Peveril - AS and A levels and some BTEC/Technical Certificate courses

Basingstoke College of Technology - Vocational courses and apprenticeships

Bishop Wordsworth's School - AS and A levels

Eastleigh College - Vocational courses and apprenticeships

Fareham College - Vocational courses and apprenticeships (including CEMAST and CETC)

Itchen College - AS and A levels and a range of BTEC and vocational courses

Peter Symonds College - AS and A levels and some BTEC courses

Queen Mary's College - AS and A levels and some BTEC courses

Southampton City College - Vocational courses and apprenticeships

Sparsholt College - Vocational courses and apprenticeships

Winchester College – AS and A levels

Universities:

Solent University

University Centre Sparsholt

Bournemouth University

University of Chichester

University of Southampton (including the Winchester School of Art)

University of Surrey

University of Sussex

University of Portsmouth

University of Winchester

Employers, Apprenticeship and Training Providers:

Anderson Moores – Veterinary

Army – Army Careers

BAE Systems – Defence, Security & Aerospace

BALPA – British Airline Pilots Association

Barclays – Business & Finance

Barratt Homes – Construction

BIM Institute – Building Information Modelling

CTS – Pilot Careers

Fujitsu – Technology/Manufacturing
Grange Financial Planning Ltd – Financial Planning
Hampshire County Council – Apprenticeships & Traineeships / IT & Technical
Hampshire Futures – Apprenticeships/Traineeships
IBM – Business & Technical
Icould – Digital Careers Resources
Intequal – IT/Media
InvestIn – Immersive Career Experiences
Leidos – Defence, Aviation, Information Technology & Biomedical Research
Maritime UK – Maritime Engineering
National Careers Service
NCS: National Citizen Service – ‘Shape Your Future’
NHS – Health Care
Ordnance Survey
Police – Police Careers
Prospects – Digital Careers Resources
RAF
Rathbones Investment Management – Investment Banking
Royal Navy/Marines – Navy/Marines Careers
Taylor Wimpey – Construction
UCAS
UKSA – Careers at Sea
Winchester City Council
Winchester Theatre Royal – Performing Arts
Winnall Rock School – Music

Potential additional ones may include:

Incuhive (Business Incubation support with premises in Winchester, Stockbridge, Andover, Chandler’s Ford, Basingstoke)
Ridge and Partners LLP (multi-disciplinary construction and property consultancy in Winchester)
Savills (Winchester and Southampton offices)
Willmott Dixon (regional office in Farnborough, Hampshire)
Enterprise M3 Local Enterprise Partnership
Solent Local Enterprise Partnership
Arqiva (Crawley, nr Stockbridge)
Denplan (largest private sector employer in Winchester)
Lambert Smith Hampton (commercial agents, Southampton office)
Jones Lang La Salle (commercial agents, Southampton and Fareham offices)
Coffin Mew (legal practice in Southampton, Gosport, Newbury, London)
Blake Morgan (legal practice in Chandler’s Ford)
Dutton Gregory (legal practice with offices in Winchester and Southampton)
Waitrose (including their Leckford Estate) in Winchester

Sainsburys (Badger Farm)
Aldi (Winchester)
Marks and Spencer