



# Kings' School

## Careers Policy

Policy Reviewed by:	PAY	September 2023
Approved by:	Education Committee	October 2023
Approved by:	FGB	October 2023
To be Reviewed	Annually	October 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 the opportunities, responsibilities and experiences of life, in order to help them make a successful transition to adulthood by:

- *Providing all pupils with the opportunity to acquire cultural capital / social assets that enable equality, social mobility and challenge stereotypes*
- *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, make decisions and manage their own futures*
- *Enabling young people to understand the current and future labour market*
- *Enabling young people to acquire the employability skills and qualifications they need to sustain employability and achieve personal and economic wellbeing throughout their lives*

In line with the 2022 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 through the use of the Gatsby Benchmarks, CDI Career Development Framework, Quality in Careers Standard and increasing our partnerships with external providers.

## **Related policies**

- Provider Access Policy
- Work Experience Policy

## **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

## **Destinations**

We track destinations of pupils and use the information to assess and improve the CEIAG provision.

- All Year 11 pupils have a planned post 16 destination before they leave Kings' School
- The majority going on to FE and a progressively increasing number in Apprenticeships/Traineeships
- We consistently have zero NEET

## **Aims and Objectives**

Our aim is to provide a unique learning experience for every pupil from Year 7 to Year 11. It is differentiated and personalised to ensure progression and appropriateness to the pupil's stage of career learning, planning and development, in particular for pupils in any area of disadvantage or special need.

We want pupils to leave Kings' School armed not only with strong academic qualifications, but also with the independent thinking and employability skills to equip them to meet the challenges of an ever changing society and global economy.

## **Management**

Rob Jeckells, Deputy Headteacher, has strategic responsibility for CEIAG, and will oversee the school's appointed Careers Leader, Joanna Turner, ensuring she has relevant CPD and qualifications. 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 LMI: current/future careers and the world of work
- Develop themselves through career and work-related education
- Develop career development skills to enable positive careers

## **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.

## **Recording of Careers Activity**

Pupils' careers activity is recorded, monitored and evaluated through the use of Compass+ and Microsoft Forms.

## **Evaluation of Careers Activity**

CEIAG activity is evaluated by all stakeholders. The programme is annually reviewed and developed in consultation with stakeholder representatives.

## **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 CPD opportunities
- Pupil, parent/carer 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/national/global 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: September 2022

Next review: September 2025

Signed: Mr J. Corrie  
CEIAG Governor

Dr J. Adams  
Headteacher