



Kings' School

Careers Policy

Policy name	Careers Policy	Owner / PAY
Hampshire model policy	Yes	
Approved by Headteacher/SLT:	ADS	November 2024
Approved by Committee	Education Committee	November 2024
To be reviewed / Next review date	Annually	November 2025

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

Anna Payne, Assistant 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, Carolina Reyes-Prieto, 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/carers 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: November 2024

Next review: November 2025

Signed: Carolina Reyes-Prieto
CEIAG Governor

Dr J. Adams
Headteacher