This Policy links in to and should be read in conjunction with our following policies:

- Careers Provider Access Policy
- PSHE
- Work Experience Policy
- Equality information and objectives Policy

Our Philosophy

The School’s mission is to help ‘the learners of today become the leaders of tomorrow;’ the school aspires to educate, in partnership with parents and pupils, inquiring, well informed and compassionate citizens who will go on to make a better world by occupying positions of responsibility and influence.

Careers education, information and guidance (CEIAG) is a key component in delivering this mission, where, through a planned programme of careers activities from Year 7 through to Year 13, students leave equipped with the skills, attitudes, knowledge and understanding to manage their lifelong career and learning so that they are as prepared as possible for their adult life in the real world.

The provision of CEIAG at Cleeve Park School has been developed in order to ensure an outstanding CEIAG as outlined in the Education Act 2011, the Gatsby Benchmarks and the Government’s ‘Statutory Guidance 2018’.

Statement of entitlement

All students from Year 7 upwards are entitled to CEIAG which meets professional standards, as outlined in the Gatsby benchmarks, Quality in Careers standard and the 2018 Statutory Guidance, which is personalised and impartial.

The careers programme is designed to ensure a progressive and individually tailored development of careers skills, knowledge and understanding in all students. The aim of the programme (which is detailed in Appendix 1) is ‘Inspire’ at Key Stage 3, ‘Allow planning’ at Key Stage 4 and ‘Ensure focussed and appropriate action’ in Key Stage 5.

In all years CEIAG should provide students with a focus to encourage them to gain outstanding academic results and to enable them to succeed in their chosen career path.

Aims and Objectives

1. To develop in students:

   - an awareness of the available ranges of higher educational, vocational, apprenticeship and training opportunities.
   - an awareness of the routes and levels of entry into and awareness of the impact of technological and economic changes on work and higher educational, vocational, apprenticeship and training opportunities.
   - an understanding of the occupational patterns in a fast changing world and how this might affect future employment.
   - the ability to manage transition and change within and between education, training and occupations. To this end, students should appreciate and understand the differences between school and work and the potential challenges of starting work.
the ability to challenge those traditional attitudes that encourage stereotyping and prevent the promotion of equal opportunities.

an appreciation and understanding of where, how and from whom Careers information can be obtained and the range of services offered by the support agencies.

2. To develop in students, parents and carers an awareness of the requirements and routes both academic and non-academic, for certain careers and further education. This can lead to students setting targets and developing a purpose for their studies.

3. To reinforce and develop positive attitudes and values in the students and thereby enhance their personal and social development:

   • to recognise and appreciate individual values, priorities, strengths and weaknesses, interests and abilities in oneself and others.
   • to raise awareness and understanding of ethnic and cultural differences.
   • to appreciate the need for a critical evaluation of aims in life and the need to constantly evaluate aims in life and the need to constantly evaluate progress.
   • to appreciate the need for adequate safety precautions.
   • to develop self-awareness, self-confidence and the ability to work with others.

Management, Staffing, and Resources

The 2018 Statutory Guidance requires all schools to have a Careers Leader who has overall strategic responsibility for CEIAG. At Cleeve Park School this role is fulfilled Mrs Z Osman and Ms A Unger, Work Experience, PSHE, enterprise and Work Related Learning, in cooperation with the Assistant Head of KS5, and with support from Mr B Ewing the Governor with responsibility for Careers.

Funding for the CEIAG programme is allocated in the annual whole school budget planning process and the effective deployment of these resources is the responsibility of the Careers Leader.

The delivery of the careers programme is the responsibility of all staff and in particular:

• **Careers Leader (Ms Morgan):** Develops and manages all aspects of the Careers Strategy at the school.
• **WEX and interview co-ordinators:** As well as co-ordinating the impartial careers interviews with Prospects and the WEX placements, they provide ongoing careers information and advice to all years; they are based in the Sixth Form Office.
• **Careers information co-ordinator:** As well as managing anything relating to information on careers opportunities coming into the school, they provide ongoing careers information and advice to all years and organise the annual Careers Fair and provide training to students on writing CVs.
• **Senior teachers in charge of KS3, 4 and 5:** They are actively involved in all aspects of careers, particularly UCAS throughout the year.
• **PSHE teachers:** They run the careers lessons within the PSHE for years 7, 8 and 9.
• **Teachers:** All teachers see Careers as a key part of their normal lessons.
• **Year 12 careers ambassadors:** They are students taking on a leadership development role which includes gathering information from students to inform careers activities/talks etc., providing ideas for potential KS3 and 4 Careers Activities, managing the marketing of careers talks and helping to keep the careers part of the website updated.
Staff development

All staff involved in CEIAG attend courses throughout the year to ensure their knowledge and skills are of the highest quality. Where appropriate, professional qualifications will be funded by the school, such as the Quality in Careers Standard and Matrix qualification.

The CEIAG Programme

1. An in house Careers Centre, where staff are available to:
   - Run the careers ‘drop in’ centre, manage displays, careers resources and ICT facilities and provide help and information to students in KS3, 4 and 5.
   - Plan and organise the annual Careers Fair.
   - Plan and organise visiting guest speakers from industry, with input from Heads of Learning and Heads of Department.
   - Plan and organise visiting speakers and ex-student talks on Advanced, Higher and Degree Apprenticeships
   - Provide help on where to gain advice on UCAS, apprenticeships and other post 16 careers options.
   - Build links with local and national companies.
   - Provide resources and material to the Head of PSHE, for careers lessons in Years 7-13 e.g. writing CVs, interview skills, networking, skills development, the changing world of work etc.
   - Organise career interviews, with independent, outside, professionals, for students in KS5.

2. The Annual Careers Fair where over 60 professionals provide information on their career paths to Years 9-13.

3. Compulsory work experience and enrichment (voluntary work) for all Year 12 students and enrichment for Year 13.

4. Planned careers lessons within the Skills 4 Life timetable, including form time and assemblies covering:

   **KS3** (delivered in bi weekly lessons, assemblies, form time)
   - Understanding your skills and attributes
   - Exploring careers
   - Identifying techniques and sources of information about careers
   - Understanding what choices to be make for GSCE and A level in order to fulfil certain career paths

   **KS4** (delivered by in house and external led workshops, assemblies, lunchtime talks and form time)
   - Planning your future career path
   - Linking and understanding finance and careers
   - CV’s and Interview skills and worker’s rights
**KS5** (delivered by in house and external led workshops, assemblies, lunchtime talks and form time)

- Writing actual CVs, apprenticeship applications and UCAS personal statements
- Student finance and personal finance
- UCAS/apprenticeship/job support and advice
- Regular talks by outside business professionals.
- Students and parents/carers are kept informed of all careers information via displays in the careers centre, weekly bulletin updates, announcements in form time and assemblies and via the careers/school website.
- Parental CEIAG evenings in Year 9, 11 and 12

**Monitoring, Review and Evaluation**

All aspects are CEIAG are reviewed at least annually with a development plan included in the overall school development plan. In particular:

1. The Head of Cleeve Park School meets half termly with SLT to discuss progress against that year’s agreed plans for CEIAG.

2. An annual review of the CEIAG service provided is undertaking using the Quality in Careers Standard, Gatsby benchmarks, Compass and 2018 Statutory Guidance and the action plan resulting feeds into the school’s development plan.

3. Each year the effectiveness of the service is reviewed with the aid of:
   - Statistics on NEET, destination of Year 11, 12 and 13 leavers
   - Direct feedback from staff, parents and students
   - Indirect feedback from students and parents via the annual consensus survey
   - The number and success of extra-curricular activities organised
Appendix 1

Careers Programme through the years at Cleeve Park School

This is an indication of the typical activities that happen at the school, although the actual programme varies each year and we have not included all the careers related activities that also occur in students’ day to day subject lessons. In addition to these activities aimed at students we run a programme of evening events in Years 9, 11 and 12 informing parents of as full a range of CEIAG as possible.

**KS3**

<table>
<thead>
<tr>
<th>Year 7/8</th>
<th>Year 9</th>
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<tbody>
<tr>
<td>Assemblies introducing careers in December</td>
<td>Assemblies introducing careers in December</td>
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<tr>
<td>Careers Fair in January</td>
<td>Careers Fair in January</td>
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<tr>
<td>Skills for Life lessons where students look at the current jobs market and their own skills and attributes</td>
<td>GCSE Options evening</td>
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<td></td>
<td>Skills for Life lessons looking at changes in the job market and where to find out about careers options for them</td>
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**KS4**

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<tr>
<th>Year 10</th>
<th>Year 11</th>
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<tbody>
<tr>
<td>Assemblies looking at post 16 options</td>
<td>Assemblies on post 16 options, including higher apprenticeships and Oxbridge</td>
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<tr>
<td>Careers Fair in January</td>
<td>Careers Fair in January</td>
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<tr>
<td>Optional interviews with an independent careers advisor</td>
<td>Compulsory Interviews with an independent careers advisor</td>
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<td>Optional voluntary work experience in the holidays</td>
<td>Optional voluntary work experience in holidays</td>
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<tr>
<td>Workshops looking at pay and financial management</td>
<td>Lunchtime careers drop in sessions</td>
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<tr>
<td>Oxbridge visits</td>
<td>Lunchtime talks from business people about careers in their profession</td>
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<tr>
<td>Development of individual careers action plans</td>
<td>Lunchtime talks on higher and degree apprenticeships</td>
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<td></td>
<td>Careers workshop covering CV writing, networking and interviews</td>
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<td>Interviews with Senior leadership team on A level options</td>
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<td>Oxbridge visits</td>
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<td>National Citizenship Service</td>
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<td>Development of individual Careers action plans</td>
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</tbody>
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### Year 12
- Assemblies on Post 18 options, getting a job post 18 and post university
- Assemblies on apprenticeships
- Assemblies on apprenticeship and graduate Recruitment process
- Careers Fair in January
- Optional interviews with an independent careers advisor
- CV and interview skills workshops
- Student finance and financial management workshops
- Lunchtime careers drop in sessions
- Lunchtime talks from business people about careers in their profession
- Lunchtime talks on higher and degree apprenticeships
- Higher education evening
- UCAS workshops and advice on applying to universities
- Oxbridge visits and lunchtime Oxbridge preparation sessions
- Compulsory work experience
- Development of individual Careers action plans

### Year 13
- Assemblies on Post 18 options, getting a job post 18 and post university
- Assemblies on apprenticeships
- Assemblies on apprenticeship and graduate recruitment process
- Careers Fair in January
- Optional interviews with an independent careers advisor
- Assemblies on student finance
- UCAS preparation sessions
- Managing your finances at university workshop
- Lunchtime talks from business people about careers in their professions
- Oxbridge mock interviews
- Preparation for University entrance exams
- Development of individual Careers action plans

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**Policy to be reviewed: May 2020**

**To be reviewed by: Assistant Head, KS5.**