



## COMMONWEAL

### Careers and CEIAG Policy

#### Rationale

CEIAG (Careers Education, Information, Advice and Guidance) is designed to prepare students for life in modern Britain and by definition is a means of developing a young person's knowledge, understanding, confidence and skills that they need to make well-informed, thought-through choices and plans that enable them to progress smoothly into further learning and work, now and in the future. All young people need help with learning to become and remain active citizens in a rapidly changing society and to have the opportunity for continued employment in the world of work in the 21<sup>st</sup> century.

Commonweal School believes that good careers education goes hand in hand with achieving academic success and achieving potential. There are many education, training and employment opportunities that young people need to navigate, and this landscape is considered more complex and challenging than previous years. It can appear confusing and complex which is why Commonweal School is committed to providing an outstanding careers programme that help to empower students to make the right choices for their progression after school or sixth form. We strive to make the most of all their motivations, skills and talents and help their parents / carers support them in the decision-making stages.

#### Context

In December 2017, the government published its 'Careers strategy: making the most of everyone's skills and talents' and in October 2018, government published updated statutory guidance 'Careers guidance and access for education and training providers' with the aim of expanding on the careers strategy. The careers strategy sets out that every school and academy providing secondary education should use the Gatsby Charitable Foundation's Benchmarks to develop and improve their careers provision.

#### Aims

The careers programme at Commonweal School aims to:

- Support students throughout their time at the school, from year 7 to year 13, to help them identify and build experiences, skills and behaviours essential for a successful working future.
- Provide access to personal and unbiased information and guidance in various forms about the range of training and career options available post 14, 16 and 18.
- Provide an insight into up to date labour market information and pathways to specific careers.
- Help students with decisions at crucial stages, informing them of all training options and introducing them to the world of work.
- Prepare students for the world of work, whatever pathway they choose.

- Offer a whole school approach to careers with all staff available to support a student's careers education, from the pastoral team to tutors and subject teachers.
- Implement a range of work-related activities to improve students' employability and help prepare them for employment roles in later life.
- Embed work-related learning into subject teaching, in order to help students identify the relation between school and employment.
- Provide an annual Careers programme for each school year which will comprise a range of employment and training related activities.

#### Management of provider access requests

To comply with the school's legal obligations under Section 42B of the Education Act 1997, and following the 'Statutory guidance for governing bodies, school leaders and schools' staff' October 2018, this statement sets out the school's arrangements for managing the access of providers to students at the school for the purpose of giving them information about the provider's education or training offer.

A number of events, integrated into the school careers programme, will offer providers an opportunity to come into school to speak to pupils and /or their parents / carers:

- Dedicated Parent's evenings
- Year 9 Options evenings
- Careers Fair
- Assemblies
- Apprenticeship workshops
- Social Science lessons

Contact details for providers wishing to request access are published on the school website.

#### Evaluation and monitoring

The impact of the careers programme will be evaluated through:

- Measuring and monitoring progress against the Gatsby benchmarks as set out by the government.
- Surveys to students, parents / carers, teachers at the end of the academic year.
- Completion of an evaluation form by employers / training providers who take part in careers activities, and / or attend the careers fair.
- Numbers of students booking careers appointments with the Careers Team.
- Numbers of students attending careers interviews, and any follow up sessions.
- Collating data on destinations.
- An annual report / presentation to the Governing Body.
- In line with statutory requirements, regular reviews of the careers programme by the Commonweal's nominated Careers Leader, and external Quality Assurance.

Full details of the careers programme can be found on the careers pages of the Commonweal School website.

#### Review

This policy will be reviewed every three years or earlier if requested by the Headteacher.