



Goldwyn School

Careers Education Information Advice and Guidance (CEIAG) Policy

Review Body:	Ben Lock/FGB
Review Period:	Annual
Last Reviewed:	June 2022
Review Date:	June 2023
Date Approved:	6 July 2022

Introduction

Goldwyn School puts the needs of each student at the centre of all learning and social experiences, and has a commitment to a high standard approach to CEIAG. Our aim is to raise aspirations, promote equality of opportunity, to ensure every student gains the confidence, self-belief, as well as the skills, knowledge and experience required to manage their own career progress. The purpose of the Goldwyn CEIAG policy is to explain the way in which Goldwyn School prepares students for transition into the next stage of education, apprenticeship or the world of work.

Kate Wilson is our Link Governor for careers; the governing body will review and monitor the CEIAG through Governors meetings.

Context

From September 2013 the Education Act of 2001 placed schools under a duty to ensure that all registered pupils in Years 8-13 have access to independent, accurate and impartial information, advice and guidance. In 2017 the DfE updated its guidance in line with Gatsby Benchmarks.

The statutory guidance for school is available at

www.gov.uk/government/publications/careers-guidance-provision-for-young-people-in-schools

The 'Gatsby' Benchmarks

Goldwyn School has adopted the Gatsby Benchmarks because they are judged to be an outstanding system for career guidance:

1. *A stable careers programme.*
2. *Learning from career and labour market information.*
3. *Addressing the needs of each student.*
4. *Linking curriculum learning to careers.*
5. *Encounters with employers and employees.*
6. *Experiences of workplaces.*
7. *Encounters with further and higher education.*
8. *Personal guidance.*

<http://www.gatsby.org.uk/uploads/education/reports/pdf/gatsby-sir-johnholman-good-career-guidance>

Aims and Objectives

Aims

Our aim is to deliver Careers Education, Information, Advice and Guidance for all students. Careers is taught to all year groups in each of our centres through their Personal, Social, Health and Citizenship Education (PSHCE) programmes of study and is designed to meet the individual needs of our students within each pathway model.

Independent Careers Advice and Guidance (IAG) is delivered by our specialist Careers Advisors from CXK (<https://www.cxk.org/>) supported by other provision such as Kent Education Business Partnership (KEBP), National Citizens Service (NCS), Careers and Enterprise Company (CEC), Department and Workplace Pensions (DWP) and ASK about apprenticeships

Students will have opportunities embedded within the PSHCE programme to gain employability skills and will be supported to manage their careers pathway.

Objectives

Learner Entitlements

1. Access to specialist careers adviser for impartial 1 to 1 careers guidance.
2. Access to a careers education programme to:
 - help students learn to understand themselves and develop their capabilities.
 - raise students' self-esteem and encourage them to have high aspirations which allow them to achieve economic well-being
 - develop an understanding of the range of opportunities available to them Post 16 and 18
 - develop an understanding of education, training and employment routes
 - have a supported transition to the next stage of education or training.
 - have opportunities to go out on work experience day trips to colleges employer and employee talks within school, build a CV, practice interview techniques.

Learner Outcomes

Students will be able to:

- Try out different work opportunities
- Gain an insight into the labour market
- Gain an understanding of skill sets and how skills are transferrable
- Understand soft skills, hard skills and how to sell themselves using CV's/ application forms/interviews
- Develop the skills employers look for - resilience, team work, problem solving
- Have access to both paper based and online resources to assist in their career exploration
- Access to impartial information on options Post 16, Post 18 and beyond

By the time learners are ready to leave they will be more able to:

- Make their own career plan
- Start to independently make action plans
- Feel better about managing their transitions, using coping strategies
- Know how to look for opportunities and who to ask for assistance if support is required
- Be able to complete application forms and update CV's

CEIAG Implementation

All students at Goldwyn will:

- Undertake a programme of CEIAG within the PSHCE programme, beginning in Year 7 and continuing through to Year 11.
- Undertake work-related learning through the PSHCE programme (eg Enterprise Days, work experience (Year 10) and vocational courses.
- Group and individual support from an independent and impartial, guidance qualified Careers Advisor
- Have talks from employers and employees (where appropriate)
- Be made aware of career opportunities which relate directly to individual subjects (e.g. careers boards in classrooms, planning within teachers' schemes of work.
- Be supported through the Post 16 application and transition process

Assessment and Evaluation

All students will have clearly defined destination targets as part of their EHCP and the targets will be assessed at each annual review and any amendments will be fed into the student's career plans for the following year.

Policy Review

This policy will be reviewed annually - by Ben Lock (Goldwyn Careers Leader) in collaboration with the PSHE leads and Teaching and Learning Leads in each Centre.