



## CAREERS EDUCATION, INFORMATION, ADVICE AND GUIDANCE (CEIAG) POLICY

### Vision

To deliver high quality, independent careers advice, guidance and provision that enables our pupils to make informed choices that raise aspirations and provide positive experiences that lead to high levels of success in the world of work and beyond.

The Academy has a statutory duty to secure independent careers guidance for all Pupils from Year 7 to Year 11 students (The Education Act 2011 / Careers guidance and access for education and training providers Jan 2018) underpinned by the eight Gatsby Benchmarks.

1. A stable careers programme.
2. Learning from career and labour market information.
3. Addressing the needs of each pupil.
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.

### Aim

At Smith's Wood Academy all of our pupils will follow a five year bespoke programme of study to experience high quality Careers Education, Information, Advice and Guidance. We will deliver a purposeful careers strategy which follows the Gatsby Benchmarks and is fit for today's modern and technological society. It will provide our pupils with confidence, encourage high aspirations and enable them thrive in a modern and ever evolving world.

We will achieve this by:

- measuring our success against the Gatsby Benchmarks for Good Careers Guidance;
- ensuring students are aware of the full range of academic and technical routes available to them at each transition point so that students have the necessary knowledge and skills to make successful transitions;
- improving opportunities for all students, especially those from disadvantaged backgrounds and those with special educational needs and disabilities to increase cultural capital and social mobility;

- providing good quality independent careers advice service to students which inspires them and motivates them to fulfil their potential;
- providing personal advice and guidance which is in the best interests of, and meets the needs of, all students;
- raising aspirations through a broad and balanced careers programme.
- providing opportunities to work in partnership with employers, training providers, local colleges and others;
- developing enterprise and employability skills including skills for self-employment through the curriculum and PSHE.
- developing an inclusive programme which challenges stereotyping and promotes equality of opportunity within the workplace;
- demonstrating to students that career development is a life-long process;
- developing students' skills and knowledge of careers including career management skills and knowledge of the local labour market (LMI);
- provide opportunities for meaningful encounters with employees, employers, further and higher education and experience of work placements in Year 10 ;

### **Roles and Responsibilities**

The Careers Leader at Senior Leadership level is Assistant Headteacher Mrs K. Downing.

There is a Careers Leader (operational) who has responsibility for the delivery and monitoring of Careers programme is Mrs O'Donnell.

All Academy staff contribute to CEIAG through their roles as mentors and subject teachers.

Mr Quereshi our PSHE co-ordinator is responsible for the delivery of CEIAG through the PSHE curriculum.

A designated lead associate for Careers Alan Moore has responsibility for overseeing the quality of careers guidance and supporting employer engagement.

The Academy is supported on a strategic level by an Enterprise Advisor from Balfour Beatty VINCI who is responsible for designing and building part of the most exciting and challenging railway project in Europe: HS2.

February 2020   Review Date   September 2020

SIGNATURES:

Amanda O'Donnell  
Careers Leader Operational

.....Date.....

Kaye Downing  
Senior Leader Careers

.....Date.....

Katy Craig  
Head of Academy

.....Date.....

Alan Moore  
Associate Lead for Careers

.....Date.....