



St Edward's
Church of England
Academy

Careers Education, Information, Advice and Guidance (CEIAG)

Policy

Approved by Trustees:

Last reviewed in: December 2022

Next review due by: December 2023

Statutory Policy:

RECOGNISE • **E**NCOURAGE • **S**TRIVE • **P**REPARE • **E**MPATHISE • **C**HRISTIAN • **T**EAMWORK



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THE VISION FOR EDUCATION WITHIN A CHURCH OF ENGLAND ACADEMY

There are fundamental reasons, rooted in the Bible, which have motivated centuries of Christian involvement in schooling in this country and around the world. The God of all creation is concerned with everything related to education.

There is a fresh articulation of the Church of England's vision for education as we meet the challenges and take the opportunities offered by the present situation. The vision is not simply for Church schools but, recognising the Church's involvement in education over many centuries, the Church of England seeks to promote educational excellence everywhere, for everyone. In Church schools like St Edward's Church of England Academy, the deeply Christian foundation for this vision will be seen explicitly in teaching and learning both in RE and across the curriculum, and also in the authentically Christian worship and ethos. The Church's vision for education can be expressed and promoted as one of human flourishing that inspires what the school is and does.

The vision is deeply Christian with the promise by Jesus of 'life in all its fullness' at its heart. This vision embraces the spiritual, physical, intellectual, emotional, moral and social development of children and young people. We offer a vision of human flourishing for all, one that embraces excellence and academic rigour, within a wider framework. This is worked out theologically and educationally through four basic elements which permeate our vision for education:

- Wisdom
- Hope
- Community
- Dignity

The vision, in line with the Church of England's role as the established Church, is for the common good of the whole community and its environment, whether national, regional or local. It is hospitable to diversity, respects freedom of religion and belief, and encourages others to contribute from the depths of their own traditions and



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understandings. It invites collaboration, alliances, negotiation of differences, and the forming of new settlements in order to serve the flourishing of a healthily plural society and democracy, together with a healthily plural educational system.

ST EDWARD'S CHURCH OF ENGLAND ACADEMY VISION, ETHOS AND VALUES

The Vision for Education at our Academy

At St Edward's Church of England Academy, we are commissioned to celebrate and support the talents and potential of all in our community (Matthew 28: 18-12). In our Academy, we are all journeying together in order to learn through faith, grow through hope and achieve through love (Corinthians 13:13), allowing all to live life in all its fullness (John 10:10).

We are an avowedly inclusive community where all are welcomed, supported and celebrated for all they are and for all they do. Our Academy is a place of and a space for flourishing and fulfilment because here...

...we are 10:10 people.

The ethos and values of St Edward's Church of England Academy are based on the teachings of Jesus Christ and underpin everything that we are and everything that we do, which is encompassed in the word '**RESPECT**'.

Each letter links to the Academy motto – *Learn for Life*.



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'Learn for Life'

- **R**ecognise and **E**ncourage everyone's potential, individual skills and talents
- **S**trive to be the best we can be
- **P**repare for the challenges of life
- **E**mpathise – promoting the values of respect, kindness, compassion, fairness, forgiveness, love, honesty and trust
- **C**hristian – a community where we learn from the teachings of Jesus so that we can contribute to the family of St Edward's and beyond
- **T**eamwork – an environment where we work together so we can all achieve our potential

Rationale:

Careers education and guidance programmes make a major contribution to preparing young people for the opportunities, responsibilities and experiences of life. At St Edward's, a planned progressive programme of activities supports them from year 5 - 8 to develop an awareness of employability skills and understanding of opportunities in the working world that suit their interests and abilities and help them to follow a sustainable career path.

Commitment:

St Edward's CE Academy is committed to providing our pupils with a programme of careers education, information, advice and guidance (IAG) for all pupils in years 5 -8.

St Edward's CE Academy follows the National Careers Strategy: making the most of everyone's skills and talent for 11 – 19 in England (DfES, 2017) and other relevant guidance from DCSF, QCA and Ofsted as it appears.

Aims:

St Edward's CE Academy Careers Education and Guidance policy has the following objectives in line with the Gatsby Eight Benchmarks for Careers Excellence when delivering the careers programme in school:

- To plan and provide a stable careers programme for our learners
- To expose pupils to relevant labour market information (LMI)
- To address the needs of all pupils - to link curriculum learning to careers
- To provide opportunities for pupils to encounter employers and employees
- To provide opportunities for pupils to encounter further and higher education

Outcomes: As a result of the above objectives the proposed outcomes of St Edward's CE Academy Careers Education and Guidance policy are:

- To contribute to strategies for raising achievement, especially by increasing motivation to support inclusion, challenge stereotyping and promote equality of opportunity
- To encourage participation in continued learning including higher education and technical qualifications
- To develop enterprising and employability skills in pupils
- To significantly reduce the likelihood of any pupils leaving our educational establishment as NEET (not in education, employment or training)



To involve all academy stakeholders in the careers education of pupils, including parents and carers.

Development:

The policy was developed and is reviewed annually by the Careers Leader and his / her Line Manager (Vice Principal) based on current good practice guidelines by DfES/ Ofsted and statutory guidance.

Links with other Policies:

This policy supports and is underpinned by key school policies including those for Teaching and Learning, Assessment, PSHE/RSE, Equal Opportunities and Diversity, Health and Safety, and Special Needs.

Implementation of Careers Education:

Careers Education is delivered during PSHE lessons, the curriculum, trips and alternative curriculum days.

Equality and Diversity:

Careers education is provided to all pupils and provision is made to allow all pupils to access the curriculum. Pupils are encouraged to follow career paths that suit their interests, skills and strengths with the absence of stereotypes. All pupils are provided with the same opportunities and diversity is celebrated. The online portal 'Compass +' is used to help monitor our careers provision and to ensure all pupils have access to activities which will meet their needs.

Key Stage 2:

For pupils in Y5 and Y6, activities are provided for pupils which start pupils' journey towards thinking about their personality and skills and how this links to the world of work.



Key Stage 3:

A careers and enterprise programme will be delivered during curriculum time, PSHE, alternative curriculum days and extra-curricular activities. Years 7 and 8 will investigate employability skills, interests and work preferences to match against suitable occupations, learn about post 16 options, apprenticeships and further education, take part in an enterprise challenge and a series of finance sessions including saving and utilising funds. In line with statutory guidance, in Y8 we offer two opportunities for all pupils to engage with training providers who will explain apprenticeships and wider technical education options such as T-Levels and Higher Technical Qualifications.

We work with the Careers and Enterprise Company to offer pupils opportunities to meet with employers, apprenticeship, further and high education providers.

Parents and carers:

Parental involvement is encouraged at all stages. Online resources have been specifically chosen to help parents become more involved. All online resources are easily accessed through the links on the Academy website. Parents are kept up to date with careers related information through letters, newsletters and at open evenings.

Provider access statement:

A number of events, integrated into the Academy careers programme, will offer providers an opportunity to come into school to speak to pupils and/or their parents. A provider wishing to request access should contact the Careers Leader via the Academy office via telephone (01538 714740) or email office@st-edwards.staffs.sch.uk

When engaging with a provider to provide an encounter, what information does the provider need to share?

- information about the provider and the approved technical education qualifications or apprenticeships that the provider offers
- information about the careers to which those technical education qualifications or apprenticeships might lead
- a description of what learning or training with the provider is like



- responses to questions from the pupils about the provider or approved technical education qualifications and apprenticeships

Premises and facilities:

The Academy will make the main hall, classrooms or private meeting rooms available for discussions between the provider and pupils, as appropriate to the activity. The Academy will also make available AV and other specialist equipment to support provider presentations. This will all be discussed and agreed in advance of the visit with the Careers Leader or a member of their team.

Management:

Mrs Rose (The Careers Leader) co-ordinates the Careers curriculum and is responsible to his / her senior management line manager. The Careers Leader is responsible for the work of the assigned administrative team. The Careers curriculum is planned, monitored and evaluated by the Careers Leader and the Academy Trustees.

Staffing:

All staff contribute to CIEAG through their roles as tutors and subject teachers.

Curriculum:

The Careers curriculum includes careers education sessions, career guidance activities, information and research activities, work related learning and individual learning activities.

Partnerships:

St Edward's Academy is part of the Stoke on Trent and Staffordshire Careers hub as well as the Staffordshire Middle Schools Careers hub in partnership with The Careers and Enterprise Company. Through this partnership, we also have a Careers Adviser and a local Business Advisor.



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Resources:

Funding is allocated in the annual budget. The Careers Leader is responsible for the effective deployment of resources.

Staff:

Staff development training needs are identified as part of the Partnership Agreement process and during regular planning meetings between the Careers Leader and his/her Line Manager.

Monitoring, Review and Evaluation:

Careers Education is monitored and evaluated annually with support from the Careers and Enterprise Company. Provision is also monitored as part of the PSHE 'Deep Dive' process.

When reviewing the programme, the Academy Development Plan is used to ensure that the Careers programme is fully supporting whole school aims.



Appendix 1: Definitions

- Careers Education - helps young people develop the knowledge and skills they need to make successful choices, manage transition in learning and move into work,
- Careers Guidance - enables young people to use the knowledge and skills they develop to make the decisions about learning and work that are right for them.
- Careers Leader - the member of staff responsible for leading and coordinating the Careers curriculum in school

2022 – 2023 Provisional timetable	Curriculum GB4	Employer Encounters GB5	Experience of workplace GB6	Pathways GB7
	Links to curriculum	In school visits	Out of school visits to places of work	FE HE Westwood Apprenticeships
Year 5	Ongoing references in English, maths and science PSHE – enterprise skills working as part of team, icould activity Money and finance sessions	PCSOs Careers Week Activities		
Year 6	Ongoing references in English, maths and science PSHE – enterprise skills working as part of team, icould activity Money and finance sessions	Money Matters –Natwest PCSOs Careers Week Activities	Leek Fire Station	



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Year 7	<p>Ongoing references in English, maths and science Jobs sectors (Geog – Nov)</p> <p>PSHE – enterprise skills working as part of team,</p> <p>Money and finance sessions</p> <p>careers pilot activity – post 16 options</p>	<p>Severn Trent</p> <p>PCSOs visit (English)</p> <p>Careers Week Activities</p> <p>Parent jobs videos</p>	<p>Geography field trip to Ashbourne</p>	<p>Training Provider – Apprenticeships and T Levels</p>
Year 8	<p>Ongoing references in English, maths and science</p> <p>PSHE lessons – enterprise skills working as part of team, careers pilot activity – further education and apprenticeships</p> <p>Money and finance sessions</p>	<p>PCSOs</p> <p>NHS jobs (autumn)</p> <p>Gaming/ tech industry - Fortnite</p> <p>Session with trainer from Sea Cadets / RAF</p> <p>Careers Week Activities</p> <p>Enterprise Challenge Day</p>	<p>BBC Media City visit (autumn)</p> <p>RAF Cosford</p>	<p>Visit and lesson with Westwood College (ongoing)</p> <p>Team Maths Challenge (Spring Term) Keele University</p> <p>Training Provider – Apprenticeships and T Levels NSEG (Spring)</p>