



St. Edward's Church of England Academy

Careers Education, Information, Advice and Guidance Policy (CEIAG)

Approved by Trustees:
Last reviewed in: November 2023
Next review due by: November 2024
Statutory Policy

The Vision for Education at our Academy

Jesus says, "I have come that they may have life and have it in all its fullness."

John 10:10

Our school vision is to ensure that God's aspiration for us all, as expressed in Jesus's words from John 10:10, is reflected in our aspiration for all of our children and staff to experience a full and rich life of learning, growing, helping, and caring for each other.

We are an 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.

As a Christian Academy, we live and breathe our core values:

- Respect
- Courage
- Hope
- Friendship

"For I know the plans I have for you, declares the Lord, plans to prosper you and not to harm you, plans to give you hope and a future."

Jeremiah 29:11

"Be strong and courageous. Do not be afraid; do not be discouraged for the Lord your God will be with you wherever you go."

Deuteronomy 31:6



"I no longer call you Followers. Instead I have called you friends."

John 15:15

"Show proper respect to everyone"

1 Peter 2:17

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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 Church of England Academy, 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 Church of England 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 Church of England 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 and information on training providers and apprenticeships

Outcomes:

As a result of the above objectives the proposed outcomes of St Edward'sCE 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.

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 Year 5 and Year 6, 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 Year 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 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 as well as further and higher educational institutions.

Parents and carers:

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

Management:

Mrs Rose (The Careers Leader) co-ordinates the Careers curriculum and is responsible to 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. 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.

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 Church of England 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.

Resources:

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

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

