



CAREERS PROGRAMME INFORMATION (incl Information, Advice and Guidance) POLICY

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1. Policy Statement

We want all our students to be everything they can be and everything they are meant to be – to be able to live life in all its fullness (John 10.10)

At Brian Clarke all our students enjoy a rich and ambitious curriculum that provides a platform for progression, aspiration, and social mobility. There is no ceiling on students' experiences or aspirations. Expectations are the same for all and all routes will lead to recognised qualifications.

High quality careers education information and guidance (CEIAG) at Brian Clarke CE Academy is critical to young people's futures. It helps to prepare them for the workplace by providing a clear understanding of the world of work including the routes to jobs and careers that they might find engaging and rewarding. It supports them to acquire the self-development and career management skills they need to achieve positive employment destinations. This helps students to choose their pathways, improve their life opportunities and contribute to a productive and successful economy and society.

2. Careers Programme Aims at Brian Clarke

Through an effective core curriculum, careers curriculum, working alongside advisors, external agencies and careers exhibitions, the aim is to ensure that all young people have the knowledge they need to make informed choices about their future.

The Brian Clarke CE Academy is committed to providing a well-planned and resourced programme of Careers Education, Information and Guidance (CEIAG) that evidence progress in relation to the Gatsby Benchmarks which define what world class careers provision in education looks like and provide a clear framework for organising the careers provision.

The 8 Gatsby Benchmarks are:

1. A stable careers' programme
2. Learning from careers 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

3. Implementation of CEIAG

Parents and students can view our curriculum overview for Year 7-9 to see how what we deliver evidence our progress in relation to the benchmarks (see appendix A). This however is a 'live' document and will change to reflect the needs of the cohorts and changes in the labour market.

Our CEIAG programme is delivered through:

- A sequenced pastoral curriculum with fortnightly CEIAG sessions (this curriculum is linked to the Unifrog online platform)
- Sequenced core curriculums which build in opportunities and understanding of relevant careers pathways and skills
- Unifrog account for students to access a library of careers information independently.
- The fortnightly Wellbeing curriculum (aspects of CEIAG are delivered here particularly from year 9)

- Independent careers advice from Year 10
- Key targeted events and encounters for whole year groups / targeted groups of students
- Bespoke pathways of provision if appropriate for students with SEND / complex needs
- A work experience programme in year 10
- Futures Exhibition

The Brian Clarke Academy has strong links with external agencies such as The Careers and Enterprise Company and other local college and training providers to ensure our young people make the right choices for them at post 16.

Students at Brian Clarke will find out about potential future careers, have an awareness of labour market information and changes that are taking place on a local, national, and international level in relation to employment opportunities.

Through our universal and targeted approach, students will find out about the range of routes available to them, including reference to apprenticeships, T-Levels, and other post 16 options. Crucially students will have the knowledge, skills and understanding to be able to take those next steps successfully.

4. Partnerships Supporting CEIAG

The Brian Clarke Academy has strong partnerships with a variety of organisations to support the implementation of CEIAG. These include:

- Unifrog
- Positive Steps
- The Careers and Enterprise Company
- Local colleges
- Young Enterprise
- Mahdlo Youth Zone
- Former students 'Alumni Network' from across the Cranmer Education Trust schools
- Training Providers
- Universities

5. Quality Assuring and Monitoring the Impact of Provision

The careers programme is continually assessed and monitored in line with whole-school quality assurance procedures, to ensure that it is meeting the statutory requirements for CEIAG.

The Assistant Headteacher leads, and quality assures the provision of CEIAG across the school, liaises with the relevant outside agencies and works with curriculum leaders to ensure aspects of their curriculum give an insight into real-world career paths.

The success of our programmes will also be assessed through quantitative measures which will include:

- % in full time education post 16
- % in full time training or apprenticeships
- % NEET (not in education, employment, or training)
- Progress 8 figures
- English and Maths at 9-4 and 9-5
- Attainment 8

Data will be benchmarked nationally and analysed for key groups (PP, SEND, CLA).

6. Contact Information

The designated Careers Leader for Brian Clarke is Miss Coleman. Parents, carers, students, or employers seeking further information on our CEIAG offer should contact Miss Coleman via the school email address info@brian-clarke.org . Please include in the subject line 'FAO Miss Coleman Careers Lead'.

Appendix A: Intended Careers Matrix- Key Stage 3

Year Group	Time allocated	Brief overview of content	Encounters	STAFF responsible	Gatsby Benchmarks provision
7	Fortnightly form slots	<p>Future Skills Questionnaire</p> <p>Transition into secondary school</p> <p>What is CEIAG?</p> <p>Reflection on background</p> <p>Community / Local Heroes</p> <p>Equality Act- Protected characteristics</p> <p>Labour Market Information</p> <p>Introduction to Unifrog</p>	<p>Careers week activities and encounters assembly</p> <p>Tenner up</p>	<p>SCO</p> <p>SCO / HOY</p>	1, 2, 3, 4
8	Fortnightly form slots	<p>Future Skills Questionnaire</p> <p>Transition to key stage 3</p> <p>Personality, skills and interests, profiles- collage</p> <p>Challenges and Rewards of working</p> <p>Unifrog- exploration of subjects / career routes- what will there be in the future?</p>	<p>Careers week activities and encounters assembly</p> <p>Enterprise activity</p>	<p>SCO</p> <p>SCO / HOY</p>	1,2, 3, 4
9	<p>Fortnightly form slots</p> <p>2 wellbeing lessons</p>	<p>Future Skills Questionnaire</p> <p>Strengths and Preferences- connection between GCSE subjects and careers</p> <p>Personal qualities- career paths</p> <p>Equality Act</p> <p>Budgeting</p> <p>CV writing</p> <p>Rights in the workplace</p> <p>Wellbeing- Options (KS4) and Decision Making</p>	<p>Careers week activities encounters assembly.</p> <p>Employers drop in and FE / HE talks.</p> <p>World of Work Day- interviews with local employers</p> <p>Targeted information and guidance</p>	<p>SCO</p> <p>SCO / HOY</p> <p>SCO / HOY</p>	1,2,3,4,5,8