



CAREERS EDUCATION, INFORMATION, ADVICE AND GUIDANCE POLICY

The Christian basis of this policy

God has given a variety of gifts to people. Different people have different gifts and it is in using our gifts together that we complement one another and enhance the community and society in which we live. In this endeavour, God guides us to walk in His paths and so to embrace the future that He has prepared for us. Our careers education, advice and guidance, is one of the ways in which we can discover our gifts and begin to refine the pathway for our future. "I know the plans I have for you declares the Lord. Plans to prosper you and not to harm you, to give you a future and a hope" Jer 29:11

The purpose of this policy

Careers education and guidance at Bury CE High School actively encourages young people to take ownership of their future careers and to consider all options so that they are able to select the best way forward for their God given interests, motivations, learning styles, abilities and aspirations. A planned programme of activities, meetings and events supports them in choosing relevant 14-19 pathways.

Aims

- 1.1 To contribute to strategies for raising achievement and by increasing motivation.
- 1.2 To support inclusion, challenge stereotyping and promote equality of opportunity.
- 1.3 To develop enterprise and employment skills
- 1.4 To involve parents and carers.
- 1.5 To build on the successful links between Bury CE High School and post 16 providers
- 1.6 To meet the training needs of staff delivering CEIAG.
- 1.7 To provide planned CEIAG programmes in school as part of the PHSCE lessons from Year 7 to 11.
- 1.8 To provide all students in Years 10 and 11 with an interview with an independent Careers Advisor.
- 1.9 To provide up to date information on educational, vocational and training opportunities.
- 1.10 To work closely with our chosen independent careers advisory service.
- 1.11 To adopt a culture of high expectations to help every young person realise their potential.
- 1.12 To develop a positive self-image in relation to future learning and work roles based on an accurate assessment through recording their abilities and aptitudes.
- 1.13 To provide relevant and up to date material in the Library, On Line, notice boards and pupil bulletin.
- 1.14 To use destination measures to assess the school's success in supporting students to take up education or training that offers good long term prospects.
- 1.15 To identify and address the needs of young people in need of support, S.E.N.D. or at risk of disengaging, to reduce the risk of N.E.E.Ts.
- 1.16 To ensure that young people are aware of the value of English and Maths and the diversity of Science, Technology/Engineering and Mathematics (STEM) careers.
- 1.17 To audit provision on a regular basis
- 1.18 To engage with external careers events to inspire and guide pupils.

- 1.19 To make students aware of out of school opportunities that could help them with their career aspirations such as the National Citizen Service (NCS) - The Challenge and other voluntary and community activities.
- 1.20 To build connections with business through appropriate means.

Student Entitlement

- 2.1 Every student is entitled to Careers Education and Guidance which:
- meets recognised professional standards of practice
 - includes Years 8 to 11
 - is respectful of personal information
 - is integrated into students' experience within the whole curriculum
- 2.2 Ensuring adequate support of pupils with special educational needs or disabilities:
- high aspirations for all pupils SEN and disabilities, and support them in preparing for the next phase of educational training and beyond into adult life
 - to receive independent and impartial advice on all mainstream education, training and employment opportunities plus providing a full range of specialist provision and support to help them access this provision
 - to work closely with outside appropriate outside agencies
 - students with an Education Health and Care Plan should include a focus on preparing for adulthood including employment, independent living and participation in society within the new S.E.N.D. 0-25 Code of Practice.

Delivery

Careers is delivered in many ways across all subjects in the school. The Curriculum Leader oversees and co-ordinates the delivery of careers in all areas of school life.

During the PHSCE programme it is delivered as follows:

- **Year 7** - the focus is about personal finance, enterprise and money matters, citizenship and children's rights
- **Year 8** - the focus is on conflict resolution and careers using Kudos' linking it to careers.
- **Year 9** - the focus is on first jobs, different types of business, online reputation and Labour Market Information.
- **Year 10** - the focus is on business and enterprise, finance, decision making, interview preparation and confidence in communication
- **Year 11** - the focus is on applications for college, personal statements and managing finances.

Monitoring, Review and Evaluation of the CEIAG Policy

Schemes of work and resources in PHSCE will be reviewed by the Curriculum Leader as necessary.

Library and resources updated by the Curriculum Leader, PHSCE Learning Assistant and Careers Advisor.

Partnership Agreement with an independent Careers Service will be reviewed annually.

Progression data will be reviewed annually and reported to Governors.

This policy will be reviewed and approved annually by Governors.