



CAREERS EDUCATION AND GUIDANCE POLICY (CEG Policy)

Section 1: Introduction

The 2011 Education Bill (Act) places a duty on schools to give students in Years 9-11 access to careers education, information and guidance. From September 2012, the legislation requires this to include Year 8.

‘...secure (that) all registered pupils at the school are provided with independent careers guidance during the relevant phase of their education.’
(Education act 2011)

Upper Shirley High using the Gatsby Benchmarks as a framework is committed to providing a programme of Career Education, Information and Guidance (CEIAG) for all students in Years 7 – 11. The programme has been extended to Year 6 within the Jefferys Education Trust. The purpose of this is to ensure that:

‘...all are challenged to achieve...and the passion of our people transforms futures’. (USH Vision)

To ensure that this is effectively delivered:

- The Careers Adviser is responsible for the Careers Programme.
- This policy is reviewed annually through discussions with the Line Manager, Senior Leadership, Teachers, Tutors, HOY and Student Learning Leadership.
- Annual surveys will be carried out by teachers and students to guide the evaluation of the Programme and subsequently inform necessary changes that need to be made.

This policy is aligned to the Work Experience guidance notes, PSHE and External Visits policies.

Aims:

The aims of the policy are to ensure that an effective Career Education, Information and Guidance (CEIAG) programme is being delivered to students which will:

- Develop student knowledge and the skills needed by them to make informed decisions regarding their future education and, ultimately, career aspirations.
- Include a comprehensive careers programme that uses new technologies, visits, presentations, workshops, encounters with employers and one-to-one careers guidance interviews.
- Meet the needs of all students from year Y6-11 within the multi-academy trust.
- Link curriculum learning to careers.
- Inform students of the full range of learning opportunities available to them. This includes both academic and vocational routes in colleges, universities and in the workplace

Wider School Aims and Ethos:

This policy supports the school's strategic intent of 'A culture of excellence in learning is embedded' through:

- The, where reasonable to, personalised career support and experiences that individual students receive.
- Developing the whole child through the values of ambition, respect, teamwork, pride, trust and independence.
- Improved professional learning attitude - 'success in my lessons is important to me because it means that I can go to college, or join an apprenticeship, and get the job that I want' (student).

Through the pastoral programme, the policy supports the ethos of USH by developing the whole child in terms of:

- Confidence
- Resilience
- Independence
- Effective Communication

Consultation:

This policy has been co-written by Carey Anderson and Richard Corser in consultation with:

- Beth Bray, Youth Participation Development Coordinator, Southampton City Council
- Student Learning Leadership
- Link Governor

- Staff panel representing a cross section of the school

Sources and References:

The policy will be reviewed yearly against the following sources:

- Education Act, sub-section "Career Guidance"
- Southampton Learner Entitlement 2016
- The Gatsby Benchmark
- Student and staff panel

Principles and Values:

This policy is designed to raise the aspirations of all students and its application should:

- Be proportional to the needs of the child to assure 0% NEETs post 16
- Support all students, with a particular focus upon vulnerable groups, through the MAT from Y6 to post 16
- Offer all students the experiences and opportunities needed to attain entry to University or a similar professional outcome

Procedures and Practices:

This policy should be used in conjunction with:

- IAG Year 6-11+ programme (Appendix 1)
- Work Experience rationale (Appendix 2)

To implement aspects of this policy, it is important to refer to the USH:

- Health and Safety policy
- Safeguarding policy
- Trips policy
- Teaching and learning policy
- Visitors procedures

Monitoring and Review:

This policy should be subjected to a yearly review to assure that mandatory requirements, as laid out in the Education Act and Southampton Learner Entitlement 2016 are being met.

This will be led by:

- IAG and Careers co-ordinator with the support of the SLT and Governor link as critical partners