

CAREERS EDUCATION, INFORMATION & GUIDANCE (CEIAG)

and

PROVIDER ACCESS POLICY

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1 The Policy Statement

1.1 Purpose

Careers Education helps young people to develop the knowledge, confidence and skills that they need to make well-informed, thought-through choices and plans that enable them to progress smoothly into further learning and work, now and in the future. As an academy we must ensure that high quality information and guidance enables our pupils to make the best of their talents and achieve their ambitions by choosing the pathway that is right for them.

1.2 Aims

Delta Academies Trust has a statutory requirement when delivering careers education in its Academies, to ensure that information about learning options and careers is presented impartially and that advice promotes the best interests of pupils. We aim to ensure that our programmes:

- Empowers young people to plan and manage their own futures
- Responds to the needs of each learner
- Provides comprehensive information and advice
- Raises aspirations
- Actively promotes equality of opportunity and challenges stereotypes
- Helps young people to progress

2 Entitlement Statements

2.1 Student entitlement

Teachers in the academies and qualified career professionals will support students' career development in a number of ways including:

- Information and discussion in lessons, drop-down days and assemblies to help students make informed decisions about their future.
- Access to careers advisers in a variety of ways including individual meetings,
- Drop-in sessions, enrichment activities and on results days.
- Careers information and I.T based careers programmes.
- Information and updates on notice boards, plasma screens and the academy website.
- The academy uses a tracking system to identify the needs of all students to target students who require early or additional support in their transition. Students, parents/carers and academy staff can refer students for one-to-one careers support. Students can access CEIAG through one-to-one interviews, workshops and enrichment activities.

2.2 Parent/Carer entitlement

Parents can access careers support for their child in a variety of ways including:

- individual meetings
- drop-in sessions, options and parents evenings and on results days
- Careers information and computer-based careers programmes, such as the Portal and National Careers Service website.
- Information and updates on the academies' website and Twitter

2.3 Provider entitlement

Providers (Apprenticeship Providers, Employers, Colleges and UTCs etc.) can access students to promote their programmes in a variety of ways including:

- Careers Cafes – promote particular employment sectors and the routes into those industries
- Careers & Aspirations Fair – large event where all providers can access parents and students
- Key Stage 3, 4 and 5 Options Evenings – focused next step curriculum and career pathway events for choices at GCSE, A Level and beyond.
- CEIAG Step Up Days – Whole school careers themed events

2.3 Equality and Diversity

The careers education and guidance delivery satisfies the requirements of the school's Equal Opportunities Policy. All students, regardless of their race, class, gender, faith or special educational needs, have the same access to our resources, wherever possible.

3 Delivery of the CEIAG provision

3.1 Place within the Curriculum and Tutorial Support system

The careers curriculum has been devised following the guidance of the ACEG National Framework for all year groups in core provision and/or drop-down days. This is supplemented by the following:

- Programme of assemblies, enrichment workshops and external visits.
- Inset for staff includes training and updates on careers information by qualified careers professionals.
- On drop-down days a wide variety of companies and apprenticeship providers may also attend offering advice and guidance.
- Academies may also organize specific events for parents/carers and students to provide specialist support.

3.2 Monitoring and tracking of young people

Delta Academies Trust places a responsibility on its Academies to maintain a full and comprehensive tracking system that gives every student a RAG rating for intervention.

The academy tracks:

- Intended destinations
- Supports the September Guarantee and Activity Survey, (collecting data on sixth form, apprenticeship starters)
- Offering individualized support to those students who are at risk of becoming NEET or become NEET.
- The academy maintains records of all CEIAG interventions and interviews.
- Vulnerable students who are at risk of becoming NEET are referred to their Local Authority team for additional support.

4 Management of CEIAG Provision

4.1 Management

The CEIAG Programme and work experience is planned and implemented by the nominated member of SLT and involves working closely with the staff, students, parents and the wider community. This area is supported by a nominated link member of the Academy Advisory Board.

4.2 Staffing

All staff contribute to CEIAG through their roles as Tutors, Subject Teachers, Curriculum Leaders Learning Managers and Careers Professionals. Staff training is provided on a regular basis and updates are given in briefing or circulated via the VLE. Staff are provided with guidance sheets, handouts and option booklets. All staff have access to the Careers Inc Portal which includes specific information and resources.

4.3 Provision of external and Independent careers guidance

Independent and impartial careers advice and guidance is provided via qualified careers professionals, a range of CEIAG computer-based programmes and websites in addition to our links with businesses and training providers. Students are also encouraged to access the National Careers Service via a link on the academy website.

4.4 Other formal and informal partnerships

The academy has a range of formal and informal partnership arrangements including with post-16 apprenticeship providers, UTCs, colleges, employers, HE and training providers.

4.5 Information resources

A range of careers information, in a variety of formats, is provided in the Careers Hub and the Learning Resource Centre so that it is accessible to all students. Resources are managed in the academy to ensure that they are up to date and meet the needs of all students. The Careers Inc Portal also provides quality assured information, links to other approved websites and online resources are also signposted.

4.6 Budget

Funding is allocated in the academy to a careers annual budget, maximum use will be made of quality assured free resources and currency/longevity of careers materials is taken into consideration when purchased priced materials.

4.7 Staff development

All staff should have access to a minimum of 1 hour per year through CPD time to update themselves in relation to current developments in careers pathways. Specific needs are identified in conjunction with the academy CPD co-ordinator and reviewed on an annual basis.

4.8 Monitoring, review and evaluation

A report will be submitted to the Educational Advisory Board on an annual basis, including an account of activities, a review of progress and an evaluation of pupil and parental response to provision.

Appendix A: Leadership & Management – Ryan Land

Position	Name	Title
AAB Member	Sarah Ward	AAB Careers Lead
Named Contact Academy Leadership Team	Ryan Land	AAP
Operational Leader	Nichola Larner	Careers Lead

Appendix B: Staffing

Position	Name	Title
Learning Managers	Mrs N McMahon Miss R Lewis Mr K Wallace Miss L Carnall	Learning Manager Year 7 Learning Manager Year 8 Learning Manager Year 9 Learning Manager Year 10 Learning Manager Year 11
Curriculum Leaders/Lead Teachers	Miss J Bellas Miss M Bond Mrs L Cain Mrs R Cooper Mr R Iftikhar Mr R Land Mrs M Reynolds Mr A Mahoney Mrs S Masters Miss K McCarthy Miss B Sawyer Mrs L Snow Mrs R Threapleton	Music History Art Technology English Business/ICT Science Geography P.E and Health & Social Care MFL Life Maths Drama
Teachers	All teachers	All teachers will deliver CEIAG through the curriculum plan
Tutors	All Tutors	All teachers will deliver CEIAG

Appendix C: Provision of External and Independent Careers Guidance

Organisation	Name	Title
Delta Academies Trust	Helen Green	Guidance Professional

Appendix D: Other Formal & Informal Partnerships

Organisation	Name	Title
Engie	Lee Firth	Head of Learning Development & Social Value
Skanska Cementation	Katie Alovisi	Emerging Talent Manager

Appendix E: Information Resources

Organisation	Resource	Location
Careers Inc.	Online Portal	Academy Website
Careers Hub / Library	Books, handouts, prospectuses and leaflets	Learning Resource Centre

Noticeboards	Displays on apprenticeships, different careers and local training opportunities	Noticeboard on corridor near LRC
Plasma Screens	Powerpoint displays on different careers, apprenticeship opportunities and open events.	LRC and dining hall

Appendix F: Careers Education Plan

Year	Theme / The Big Question	Learning Outcomes	Careers Education Activities	Information Advice & Guidance
7	What makes me Unique?	<p>Self-awareness (1)</p> <p>Self-determination (2)</p> <p>Self-improvement as a learner (3)</p> <p>Making the most of careers information (10)</p>	<p>Students will be able to:</p> <ul style="list-style-type: none"> • Consider what makes them unique • Consider their own abilities, skills, interests and academic potential • Evaluate their personality and consider the careers suggested <p>Learn the skills and qualities needed to be an entrepreneur through enterprise activities</p>	1-2-1 and group guidance is available to discuss GCSE options, careers, Post 16 and 18 options.
8	Decisions, Decisions, decisions!	<p>Exploring careers and career development (4)</p> <p>Investigating work and working life (5)</p> <p>Valuing equality, diversity and inclusion (8)</p> <p>Making the most of careers information (10)</p> <p>Identifying choices and opportunities (14)</p>	<p>Students will be able to:</p> <ul style="list-style-type: none"> • Identify stereotyping and how this impacts on career decisions • Describe how to make decisions • Describe which type of decisions making process is best for them • Describe different ways of looking at people's careers and how they develop <p>Talk about their option choices and access</p>	

		Managing changes and transitions (17)	impartial information, advice and guidance	
9	World of Work	<p>Understanding business and industry (6)</p> <p>Investigating jobs and LMI (7)</p> <p>Learning about safe working practices and environments (9)</p> <p>Making the most of careers information (10)</p> <p>Showing initiative and enterprise (12)</p> <p>Developing financial capability (13)</p>	<p>Students will be able to:</p> <ul style="list-style-type: none"> • Describe how the world of work is changing – how this impacts on job satisfaction, what are the growth sectors and emerging careers • Describe the organisation and structure of different types of businesses • Understand different types of employment and be aware of the laws relating to employment • Describe safe working practices and environments to help themselves and others remain healthy and safe at work • How careers develop (single track careers, serial job hoppers, portfolio and lifestyle careers) • Recognise and challenge stereotyping, discrimination and other barriers to equality, diversity and inclusion and know their rights and responsibilities in relation to these issues • Talk about how this affects their decision in choosing a career 	<p>1-2-1 guidance is available to discuss Sixth Form, Further Education, Apprenticeships and Post 16 and 18 options.</p> <p>Delivered through careers interviews with careers guidance professional, aspirations and careers events, 6th form information evenings.</p>

			Understand and manage money	
10	Personal Brand	<p>Making the most of careers information (10)</p> <p>Preparing for employability (11)</p> <p>Developing financial capability (13)</p> <p>Identifying choices and opportunities (14)</p>	<p>Students will be able to:</p> <ul style="list-style-type: none"> • Consider how they can stand out from the crowd by learning how to match themselves to jobs and create CVs and letters • Understand what employers are looking for and identify their own skills and qualities • Develop their own personal brand and consider how they can market themselves to employers. • Know their rights and responsibilities in a selection process and strategies to use to improve their chances of being chosen <p>Use different careers websites to support them in planning for the future</p>	
11	What next?	<p>Planning and deciding (15)</p> <p>Handling applications and transitions (16)</p> <p>Managing changes and transitions (17)</p>	<p>Students will be able to:</p> <ul style="list-style-type: none"> • Describe the different post-16 pathways • Create a career action plan for their post-16 journey • Access impartial information, advice and guidance • Opportunities to talk to employers, 	

			<p>training, FE and HE providers</p> <p>Review and evaluate upon how they have benefitted as a student from careers, employability and enterprise activities and experiences</p>	
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Appendix G: Student Entitlement

Investing in your Future

The careers education and guidance programme at a Delta Academy seeks to positively support you to acquire the educational, social and employability skills necessary for lifelong success in a diverse and changing world of work.

We will support you to aim high in your career goals and aspirations.

As a pupil at a Delta Academy you are entitled to a careers education and guidance programme which:

- is personal to you and always puts your interests first
- motivates and inspires you to consider all opportunities open to you within and outside a Delta Academy
- helps you to gain the skills you need to make your career ambitions a reality
- provides the support you need to be successful
- helps you access any additional support you might need
- is delivered by trained and qualified teachers and advisers, with up-to-date knowledge and understanding of career pathways and local labour market information
- protects and respects your personal information and shares it only with your consent
- always puts your interests first

Together with a range of career professionals, businesses and training providers we will support your career development in a number of ways including:

- Information and discussion in lessons and assemblies to help you make decisions about your future
- Activities and events such as employability days
- Access to careers advisers in a variety of ways including individual meetings, drop-in sessions, enrichment activities and on results days
- Careers information and computer-based careers programmes
- Information and updates on notice boards and plasma screens
- The Delta Academy website

Appendix H: Parents Entitlement.

Investing in your Son/ Daughter's Future

Research has consistently shown that parents and carers are *the* most influential factor in students' decisions about the future. Your support and encouragement influences their choices, and the guidance you provide will be invaluable to their eventual achievements and career pathways. This might feel a little daunting...the jobs of the future may be very different from your own experiences and choices. In fact, they may not even be invented yet!

There are some very simple and practical steps you can take to support your child.

- Talk to them about their current educational attainment and estimated grades and encourage them to aim high (the skills shortages of the future will be in higher level jobs)
- Discuss where they want to be and research how to get there (lots of great resources in the Academy and on the internet)
- Use the links on the academy website www.theallsaints.net
- Encourage them to seek out the advice and experiences they need to help them achieve their goals
- Help them with the steps they need to take

Together with a range of career professionals, businesses and training providers we will support your son's/daughter's career development in a number of ways including:

- Information and discussion in lessons and assemblies to help them make decisions about your future
- Activities and events such as employability days
- Access to careers advisers in a variety of ways including individual meetings, drop-in sessions, enrichment activities, parents and option evenings and on results days
- Careers information and computer-based careers programmes
- Information and updates on notice boards, plasma screens and websites

You are welcome to attend your child's careers meeting and we encourage you to contact your Delta Academy if you need any more help or information.

Appendix I: Provider Entitlement.

This appendix sets out the Academy's arrangements for managing the access of providers to pupils at the Academy for the purpose of giving them information about the provider's education or training offer. This complies with the Academy's legal obligations under Section 42B of the Education Act 1997.

Management of provider access requests

Procedure

A provider wishing to request access should contact – *See named contact in Appendix A*
Telephone: *Please telephone the main academy number to make contact.*

Opportunities for access

The Academy will arrange a Careers events and opportunities as part of the next step planning and setting the aspirations of our students. These days are integrated into the Academy careers programme and will offer providers an opportunity for all external providers to come into the

Academy to speak to pupils and/or their parents/carers. Details of these can be found within this policy and the careers section of the website.

We also arrange a series of Careers Cafes held at lunchtimes. These are based on Local Market Information and Employers and Provider (if appropriate to the LMI area) will be invited / request to attend these events also.

Please speak to our Careers named contact to identify the most suitable opportunity for you.

Premises and facilities

The Academy will make space available for discussions between the provider and students, 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.

Providers are welcome to leave a copy of their prospectus or other relevant course literature at the Careers Hub, which is managed by our Careers Professionals. The Careers Hub is available to all students at lunch and break times.