



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

Rationale

At Willow Park School's (WPS) we believe that meaningful Careers education and guidance is a major contributor to reaching these goals and we aim to prepare our students for the opportunities and experiences of life and help them make a successful and positive transition to their next destination.

Statutory Requirements and Commitment

The statutory guidelines require schools to provide a programme of careers education in Years 7 to 11 and to give all students access to independent careers information and guidance.

The Careers Strategy sets out that every secondary school should use the following Gatsby Benchmarks to develop and improve careers provision:

- A stable careers programme
- Learning from career and labour market information
- Addressing the needs of each pupil
- Linking curriculum learning to careers
- Encounters with employers and employees
- Experiences of workplaces
- Encounters with further and higher education
- Personal guidance

Following the Government's expectations, WPS is committed to continuing to meet the Gatsby benchmarks. WPS is committed to providing all students with good quality, careers education supported by personalised information, advice and guidance delivered by qualified professionals throughout their education.

Aims

The purpose of CEIAG at Willow Park School is to contribute to the achievement of the following objectives:

- Motivating students and empowering them to plan and manage their futures, including their learning journey

- Responding to students' individual needs and promoting their personal development, including enabling them to use individual learning planning to assist their progression
- Supporting students to make informed learning and career choices by providing them with information, resources, and access to multiple providers throughout their education.
- Raising students' aspirations through practical activities that enable them to explore opportunities in learning and work, including higher education, that they might not otherwise have considered
- Promoting inclusion, equality of opportunity and challenging stereotypes
- Improving attainment by providing curriculum activities that develop students' career exploration and management skills and supporting this with personalised information, advice and guidance

Delivery

There is a planned programme of learning experiences from all students that includes:

- The Careers Lead will design and deliver a progressive CEIAG curriculum to all students across Key Stage 3 and Key Stage 4.
- Core learning activities taught by specialist staff within Careers and PSHE lessons.
- Teachers will include career information in the curriculum of all subject areas and learning programmes
- Additional activities for all, including bespoke work experience (WEX), visits to external workplaces, STEM and other career-related activities delivered by employers, alumni and local agencies including higher education, apprenticeships and other providers.

See appendix for full outline on how Gatsby requirements, CDI framework and statutory requirements are being achieved, email Angel.Osuana@willowparkschool.co.uk for further details.

Staffing

CEIAG is planned, monitored and evaluated by the Careers Leader and Careers Team with the aid of teachers in other curriculum areas and external IAG providers, SLT and governors.

Angel Osuna, careers lead (Angel.Osuana@willowparkschool.co.uk)

Katie Harvey, PSHE Lead (Katie.Harevy5@willowparkschool.co.uk)

Lauren Mulvaney, SLT Careers link (Lauren.Mulvaney@willowparkschool.co.uk)

Beckie Gillham-Hardy, regional careers advisor and is contactable upon request from the school.

The Careers Team at WPS and work together to ensure that all students have a comprehensive Careers Education at WPS.

Angel Osuna is the Careers Lead at WPS.

WPS works with Acorn Education providers for Impartial Advice and Guidance Sessions for students, which are led by Level 6 Qualified Personal Guidance staff members.

Entitlement

ALL pupils at WPS are entitled to a careers programme that helps them to:

- Understand their education, training, employment and other progression opportunities and have the information they need to make decisions about learning and career options.
- Develop the skills they need to plan and manage their own personal development and career progression with appropriate support.
- Overcome any overt and hidden barriers to progress that they may encounter, celebrating diversity and equality of opportunity.
- Accesses relevant information about the world of work.
- Make and maintain individual plans to help them improve their prospects of success.

Pupils will have access to and support by using Careers Information that is:

- Easy to find and accessible in a variety of formats (e.g., hard copies of prospectuses, online materials, face-to-face information).
- Comprehensive; giving details of all progression opportunities and support.
- Impartial and up-to-date.

Pupils will obtain careers guidance that is:

- Impartial and independent.
- Focused on individual needs.
- Supportive of equal opportunities.
- Provided by people with relevant professional training and experience.

Parents and Carers of pupils at WMS can expect to:

- Be informed of the CEIAG offer at WPS.
- Be able to speak to a member of staff to discuss their child's progress and future prospects (via parents' evenings, phone conversations or meetings requested by parents).
- Have access to the Careers Education, Information, Advice and Guidance Policy online and request a hard copy if required.
- Have the opportunity to provide feedback on the Careers Programme and offer suggestions for improvement (annually).

Monitoring, Approvals and Review

This policy is overseen by the Careers Lead, SLT and school governors.

This policy is reviewed annually in discussion with staff and external partners and key priorities for action are identified and included in the School Development Plan.

Careers Programme Overview

Vision Statement: To ensure that all students are fully prepared to leave school and go on to lead happy and healthy lives.

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