**Maidenhill School - Careers Education Information Advice and Guidance**

**Statement of Intent : Aims and Objectives**

All students are entitled to be fully involved and engaged in an effective, inspiring and thought provoking Careers Education Information and Guidance programme. Throughout their secondary school career; students are encouraged to take an active role in their own career exploration, research and development. The careers programme emphasises student participation with a focus on self-development; learning about careers, up to date information about the world of work; raising of aspirations, developing employability skills in order to prepare students for life after Maidenhill School.

• helping students to understand the changing world of work;

• facilitating meaningful encounters with employers for all students;

• supporting positive transitions post 16;

• enabling students to develop the research skills to find out about employment opportunities and Labour Market Information;

• helping students to develop the skills, attitudes and qualities to make a successful transition into the world of work;

• encouraging participation in continued learning, including Further and Higher Education and apprenticeships;

• supporting inclusion, challenging stereotyping and promoting equality of opportunity;

• contributing to strategies for raising achievement, particularly by increasing motivation.

**Implementation**

Maidenhill School follows the principles of the Gatsby Benchmarks as outlined in the Statutory Guidance January 2018.

During their time at school, all students can expect:

• the support they need to make the right choices in Y9and Y11; this achieved by support from their tutors, subject teachers, Learning Community Leaders, careers advisor and Student Welfare and Guidance Leaders, parent and carers;

• to access up-to-date and unbiased information on future learning and training, careers and labour market information; this achieved through the use of Xello, Learning for Life and Ethics and Philosophy Lessons;

• support to develop the self-awareness and career management skills needed for their future;

• career lessons in Learning for Life, Ethics and Philosophy throughout Y7 to Y11 covering options after school, the world of work, the job market and the skills needed for the future;

• meaningful encounters with representatives from employers / the world of work; this could be through virtual work experience, careers activities, assemblies, careers/employer talks (in or outside lessons), mock interviews, Post 16 evenings projects and visits;

• to hear from a range of education and training providers, including colleges, universities and apprenticeship organisations; this could include visits and taster days, as well as assemblies, talks and meetings at school;

• the opportunity to relate what they learn in lessons to their life and career beyond school;

• the opportunity to talk through their career and educational choices with staff including form tutors and the careers team;

• access to one-to-one guidance with a trained, impartial careers adviser, by appointment; this is available to students of any year group upon request, however, priority is given to Year 9 and Year 11 students.

• to be asked their views about the service they have received to ensure that the service continues to meet the needs of the students.

**Curriculum and Opportunity**

• Careers Education and Guidance forms a significant part of the Learning for Life and Ethics and Philosophy as well as an integral part of the whole school curriculum.

• At KS3 delivery is through Learning for Life and aspects of all subjects which are work related. Where needed, Careers Education calls upon selected appropriately trained staff and tutors and use of the Xello careers platform.

• At KS4 the nature of the study is more concentrated and focused in Ethics and Philosophy lessons. The scheme of work is prepared by the Leader of Learning for Life, Ethics and Philosophy. This is supplemented by specific CEIAG events throughout KS4and use of the Xello careers platform.

• A number of events and outside agencies are called upon to ensure these aims are met.

• The school contracts a Careers Adviser from SGS Careers service to provide impartial and independent careers advice and guidance. This is available to students from Year 9 to Year 11.

• Careers information, advice and guidance is very much a whole school activity – every member of staff, when approached, should respond with appropriate guidance and support.

• The school holds a Post 16 Evening for Year 11s in the Autumn each year to which local employers and further education providers are invited.

• Careers activities are planned and organised involve all year groups whereby local employees talk to pupils about their ‘journey’ to their current job.

• The school is part of an Employment Charter Pilot through the Gloucestershire first LEP enabling links with local and national employers and their organisations are pursued in order to enhance the careers information, advice and guidance which is available to the students.

**IMPACT : Monitoring, Review and Evaluation**

• Compass plus is used for monitoring the delivery of the careers programme and meeting GBMs.

• The Annual Contract agreement with SGS is reviewed each year.

• Line Management Meetings are held once a fortnight to monitor, review, plan and evaluate CEIAG in the school.

• The Assistant Leader of SWAG and SGS Careers Adviser hold informal meetings and maintain on-going communication and liaison.

• The Careers programme is reviewed annually by the Assistant Leader of SWAG, SGS Careers Adviser and the Assistant Headteacher to ensure that they meet the Gatsby Benchmarks and identifying areas for improvement and development. Compass Plus will contribute.

S. CLEMENTS March 2022