



# Careers Education and Guidance Policy

## Review Summary

Adopted	January 2023
Review Cycle	Bi- annual
Last Review	January 2023
Next Review	January 2025

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

## Rationale

Careers education and guidance programmes make a major contribution to preparing young people for the opportunities, responsibilities and experiences of life. A planned progressive programme of activities will support students in choosing their post 16 pathways that suit their interests and abilities and will help them to follow a career path which will sustain them in employment throughout their lives.

## Commitment

All Saints Academy, Plymouth is committed to providing a programme of careers education, information, advice and guidance (CEIAG) for all students in years 7 – 11 and is assessed regularly against the Gatsby Benchmarks.

The Gatsby Benchmarks:

1. A stable careers programme
2. Learning from careers and labour market information
3. Addressing the needs of each student
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

All Saints Academy, Plymouth employs a Careers Lead who has completed the Teach First Careers and Employability Leadership Programme (CELP) and has a member of SLT with responsibility for careers.

## Aims

The aims of the Academy's CEIAG programme are to help students to:

- **Understand themselves and develop their capabilities** by assessing and reflecting upon their needs, interests, values, aptitudes and aspirations. Developing the knowledge, self-reliance and employability skills needed for adult life
- **Investigate careers opportunities** by extending their knowledge of the changing local, and regional opportunities in education, training and work
- **Implement their career plans** by developing their skills to make ambitious, but informed, reasoned decisions based on research. Reviewing and evaluating their decisions, discussing other alternatives and gaining access to further help.

- **Prepare for effective transition to new opportunities** by identifying routes to stated career goals, understanding the actions necessary to achieve these goals and putting their decisions into action with confidence when they are ready.

### Whole school approach

The Academy understands that the role of all staff, teachers, support staff, Careers Lead, SLT and the Governor link is vital in delivering a stable and effective careers programme. The Academy recognises that it is essential that our students are able to relate their learning in the classroom to their future career paths, to understand the relevance of their education in the wider context of everyday and working life – this will improve engagement and outcomes.

Careers education is embedded into the curriculum and staff understand how important they are in helping students achieve their future career goals.

### Monitoring and Evaluation

To ensure that the careers education is being implemented effectively, the programme is to be reviewed bi-annually and views are sought from all stakeholders. For each event/activity, students involved are asked to complete an evaluation to assess the impact of the career activity. Students are encouraged to sign up for careers events and activities which will help in improving attainment, progress and aspirational destinations.