

Careers Education Information, Advice & Guidance (CEIAG) Sirius Academy West

Introduction

1.1 Rationale for Careers Education Information, Advice & Guidance (CEIAG)

1.1.1 A young person's career reflects the progress that they have made in learning and work. It is part of the vision and mission of the Sirius Academy West that all learners have a planned programme of activities to help them choose their 14 - 19 pathways that are right for them and to be able to manage their careers, sustain employment and achieve personal wellbeing throughout their lives.

1.2 Our Commitment.

1.2.1 Sirius Academy West recognises that it has a responsibility to ensure all registered students at our schools are provided with; the opportunity to access impartial IAG from our own professionally qualified careers advisors and independent careers guidance from external agencies from Year 8 (12/13 year olds) to Year 13 (17/18 year olds), (Education Act 1997, Section 42a).

1.2.3 Sirius Academy West is committed to working towards the eight Gatsby Benchmarks and a quality award for Careers Education Information, Advice & Guidance. (See below) The careers programme will be mapped to the benchmarks, alongside the CDI framework, to ensure all students are able to make career related decisions and grow throughout life.

The 8 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

2 Development

2.1 This policy is developed and reviewed annually in discussion with the Careers Lead/ AHT/ school/trust leaders, teaching and non-teaching staff, students, parents/carers and Board of Directors.

3 Links with other Policies

3.1 The policy for CEIAG supports and is underpinned by a range of other Trust and Academy specific policies.

4 Objectives

4.1 Students' Needs

4.1.1 The careers programme is designed to meet the needs of students within Sirius Academy West. Activities are differentiated and personalised to ensure progression in the students' career learning and development, and to strengthen their motivation, aspirations and attainment at the schools and improve social mobility.

4.2 Entitlement.

4.2.1 Students are entitled to impartial and confidential CEIAG, which is person-centred, delivered by trained staff, which meets professional standards of practice. Activities will be integrated into the curriculum, based on partnership with students and their parents/carers. The programme will raise aspirations, challenge stereotypes and promote equality and diversity

5 Implementation

5.1 Management

5.1.1 The Careers Lead at Sirius Academy West will manage the careers education programme and is responsible to the Assistant Head Teacher responsible for careers who in turn is responsible to the Head Teacher.

5.2 Staffing

5.2.1 All staff will be able to contribute to CEIAG through their role as tutors and curriculum subject teachers. The Careers Lead plans, monitors and evaluates the CEIAG programme with the support from the AHT. Careers information is available on the Academy website.

5.3 Curriculum.

5.3.1 The careers programme includes a range of activities and specific careers related lessons and interlinks with PSHE, STEM, Character Education, the Business curriculum and the wider Academy curriculum as a whole throughout the key stages.

5.4 Assessment and Evaluation.

5.4.1 The intended career learning will be evaluated by the Careers Leader, Assistant Head Teacher responsible for careers as well as other key staff.

6 Resources

6.1 Funding is allocated in the annual budget-planning round in the context of whole school/academy priorities and particular needs in CEIAG. The Assistant Head Teacher responsible for careers will monitor and approve the use of this budget.

7 Professional Development

7.1 There are annual updates and training opportunities for all school/academy staff.

8 External monitoring

8.1 External monitoring and evaluation as part of the Humber CEC hub will regularly undertake the Compass evaluation, which is monitored by the Academy's CEC Enterprise Advisor.

9 Internal contact

Direct any enquiries relating to any procedural, access, premises or facilities to the Careers Lead - Kirstine Milner. kmilner@siriusacademy.org.uk

10 Monitoring, Review and Evaluation

10.1 Sirius Academy West analyses student destination information, feedback from students and parents/carers to inform its programme. We review the impact of external and internal CEIAG provision following each event. Reports are delivered to the Senior Leadership Team and the Trust Board on the quality and progress of our CEIAG provision and this is calendared throughout the year.

Time frame	Key Actions
2024 HT4	Submit a work experience proposal to the senior leadership team that details the benefits of in-person work experience and outlines the options available to implement including external companies. Embed CEIAG within the PSHE programme. Review the CEIAG programme. Submit a 'big careers day' proposal. Run a careers fair taking on board improvements from the previous year.
2024 HT5/6	Submit a 'Big Careers Day' proposal to the Senior Leadership Team. Ensure 100% completion of Log On Move On. Embed Xello for students in Y7 – 13. Develop further links with employers. Investigate the benefits of virtual work experience using the Springpod platform. Run the 'Big Careers Day' ensuring coverage of the Gatsby Benchmarks and meeting the requirements of the Baker Clause. Draw up a potential NEET list and create an action log of support.
2024-2025	Plan and implement the Y10 work experience programme. Run a rebranded 'Careers Expo' in line with advice from our CEC link. Refine our processes around Destinations Data and report to Senior Leadership. Put in place a trained careers advisor as lead for the work experience programme. Evaluate the work experience programme with a view to further improve. KFA to canvas new placements. The profile of this programme to be raised with students Y7-9. The continued growth of the Careers Expo including working with the CEC to gain more employer links. Create a careers corner in the library. Evaluate lunchtime slots for providers. Plan and run a second 'Big Careers Day'. Work on a cross-curricular level to ensure that careers linked activities and trips take place with a focus on Health and Social care, Travel and Tourism, Science, Engineering, CAPA and humanities.