

**Sirius Academy West CIEAG Programme**

Sirius Academy West offers all students a programme of quality careers information, education, advice and guidance, to ensure they are aware of the world of work, the routes available to careers, whilst helping them to develop career management skills to improve their life opportunities. To assist with this process, we welcome the involvement of the full range of apprenticeship providers, employers, and Further & Higher Education establishments both locally, regionally and nationally. In addition to the scheduled activities that are detailed below in our careers programme, the Academy also has weekly careers showcase event that is available across lunch that all students are able to access- employers and providers are encouraged and welcomed.

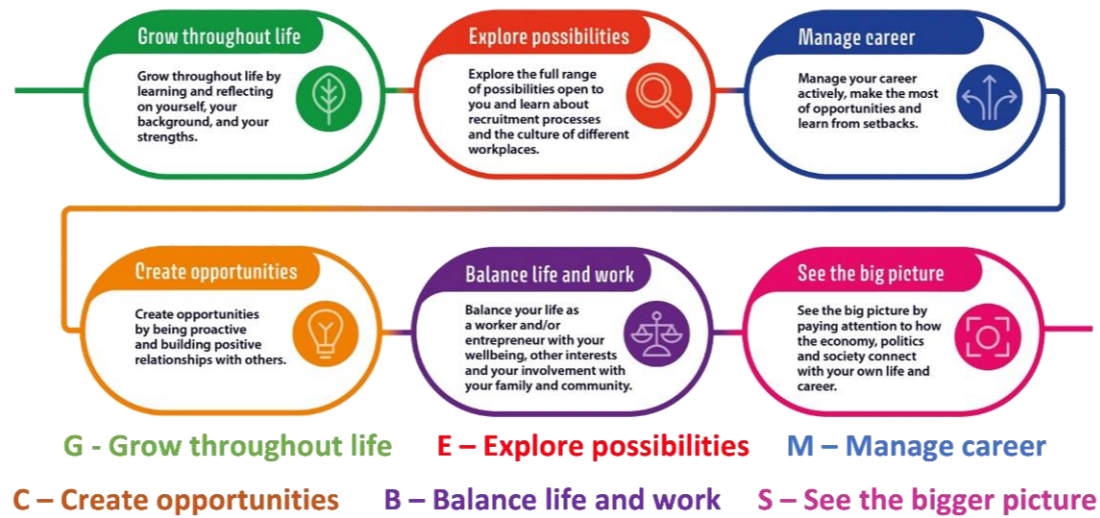
The CIEAG programme, our students follow, is delivered in a variety of ways. It complements Character Education, PSHE and the Personal Development Pathway with the Gatsby Benchmarks at the centre of the programme, mapped alongside the CDI Framework learning aims. The programme is constantly evaluated, to ensure the students are receiving good quality knowledge regarding their career related learning regarding options, LMI and their future pathways, whilst striving to meet the Gatsby Benchmarks. Reaching the Benchmarks is tracked by the Compass Assessment Benchmark Tool in conjunction with the Careers and Enterprise Company and also the reports generated by Xello; this and destination data, evidence the impact of the CIEAG programme, securing successful destinations for our students who progress and sustain positive destinations such as traineeships, apprenticeships, sixth form colleges and employment or voluntary work with training.

The impact of our careers programme and the CEIAG we deliver mainly through feedback from students and staff. All activities and policies will be reviewed annually

Below is the outline of the CIEAG programme:

The eight Gatsby benchmarks of Good Career Guidance are:

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
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



Year 7					
Title/ Theme	Outline/ Description	Learning Outcomes	Term	Gatsby Benchmark	CDI Framework Learning Area
Action Planning	All students complete an action plan, detailing their future education and career ideas- parent/ carers are encouraged to explore careers on website including LMI related materials – this is promoted via MyEd. Action plan informs future careers events/ visitors	<ul style="list-style-type: none"> <li>• Understand what CEIAG is and why it is part of school life.</li> <li>• Identify what to expect from careers lessons throughout KS3.</li> <li>• Know what labour market information is and where to find it.</li> <li>• Complete an Action Plan</li> </ul>	Autumn term	1.A stable careers programme 2. Learning from career and labour market information 3. Addressing the needs of each pupil	Grow throughout life
Employer/ Provider Encounters	Provider/ Employer linked assemblies	<ul style="list-style-type: none"> <li>• Recognise that different jobs are needed in different places.</li> </ul>	Throughout the year	5. Encounters with employers and employees 6. Experiences of workplaces 7. Encounters with further and higher education	Grow throughout life  Explore possibilities

	Showcase shed events where students can talk to external providers regarding subjects at school and future options	<ul style="list-style-type: none"> <li>Know that there are different types of education after school.</li> <li>Have an awareness of the key providers locally</li> </ul>			
Careers week and curriculum Activities	Business, enterprise & STEM activities & visits including NHS day. Annual Careers Expo and linked activities	<ul style="list-style-type: none"> <li>Know that there are different types of education after school.</li> <li>Recognise that learning continues beyond Year 11.</li> </ul>	Throughout the year Spring term	4. Linking curriculum learning to careers 3. Addressing the needs of each pupil 6. Experiences of workplaces 7. Encounters with further and higher education	Explore possibilities See the bigger picture
PSHE and Specific Careers Lessons	Becoming self-aware, my interests, celebrating difference, linking to the future. Assertiveness, resilience and discernment Target setting Team working Matching school subjects to careers Matching hobbies and skills to careers How to use Xello and completing my Xello profile	<ul style="list-style-type: none"> <li>Identify personal interests, strengths, and preferences.</li> <li>Begin to explore how these qualities link to different types of work</li> <li>Recognise how school subjects are used in everyday jobs.</li> <li>Give examples of jobs that use skills from lessons.</li> <li>Create an individual XELLO profile</li> </ul>	Spring term	4. Linking curriculum learning to careers 2. Learning from career and labour market information 3. Addressing the needs of each pupil	Grow throughout life See the bigger picture Explore possibilities Balance life and work Manage career

Year 8					
Title/ Theme	Outline/ Description		Term	Gatsby Benchmark	CDI Framework Learning Area
Action Planning	All students complete an action plan, detailing their future education and career ideas- parent/ carers are encouraged to explore careers on website including LMI related materials – this is promoted via MyEd. Action plan informs future careers events/ visitors	<ul style="list-style-type: none"> <li>Explain how careers education supports future choices.</li> <li>Describe how careers learning links to personal development and subject choices</li> </ul>	Autumn term	1.A stable careers programme 2. Learning from career and labour market information 3. Addressing the needs of each pupil	Grow throughout life See the bigger picture
Careers and curriculum activities	Business & enterprise & activities. STEM/Sustainability project Employer assemblies and visits	<ul style="list-style-type: none"> <li>Set simple goals for future learning and career exploration</li> <li>Explain how specific subjects support different career paths</li> </ul>	Throughout the year	4. Linking curriculum learning to careers 3. Addressing the needs of each pupil 6. Experiences of workplaces 7. Encounters with further and higher education	Explore possibilities See the bigger picture
National careers week and Curriculum Linked Activities	Annual Careers Expo and linked activities within Subject Lessons	<ul style="list-style-type: none"> <li>Explain how learning in school prepares students for the world of work</li> <li>Explain how subjects support different career paths</li> </ul>	Spring term	4. Linking curriculum learning to careers 3. Addressing the needs of each pupil 6. Experiences of workplaces 7. Encounters with further and higher education	Grow throughout life Explore possibilities

Careers guidance and advice	One to one guidance available Options Evening	<ul style="list-style-type: none"> <li>Access careers guidance to support GCSE option choices</li> </ul>	Ongoing, throughout the year	8. Personal Guidance	Grow throughout life Explore possibilities Manage career
Employer and Provider Activities	Provider/ Employer linked assemblies and visits Showcase shed events where students can talk to external providers regarding subjects at school and future options Modern Work Experience Events	<ul style="list-style-type: none"> <li>Identify different pathways such as college, university, and apprenticeships</li> <li>Ask questions and gather information from real or virtual employer encounters.</li> <li>Explain what they learned about skills and responsibilities in different careers</li> <li>Describe what happens in a workplace and how people work together.</li> <li>Understand expectations like punctuality and teamwork</li> </ul>	Throughout the year  Spring Term	5. Encounters with employers and employees 6. Experiences of workplaces 7. Encounters with further and higher education	Grow throughout life Explore possibilities See the bigger picture Manage career

Year 9					
Title/ Theme	Outline/ Description		Term	Gatsby Benchmark	CDI Framework Learning Area
Action Planning	All students complete an action plan, detailing their future education and career ideas- parent/ carers are encouraged to explore careers on website including LMI related materials – this is promoted via MyEd. Action plan informs future careers events/ visitors	<ul style="list-style-type: none"> <li>Understand how careers education supports GCSE option choices.</li> <li>Identify how careers learning links to future pathways</li> <li>Identify local and national job trends</li> </ul>	Autumn term	1.A stable careers programme 2. Learning from career and labour market information 3. Addressing the needs of each pupil	Grow throughout life
National Apprenticeship week, National Careers week and Linked Curriculum Activities	Annual Careers Expo and linked activities Assemblies and lessons specific to Careers fair and option choices Competition based on subject links to careers and staff's previous careers and how skills evolve Visits and Working lunches with various employers and providers IGD Employability Skills Workshop	<ul style="list-style-type: none"> <li>Identify different qualification and Apprenticeship levels</li> <li>Engage with employers to learn about different job roles and industries.</li> <li>Ask relevant questions to understand workplace expectations</li> <li>Recognise how different careers and roles link within industries and list skills that may be needed to be successful</li> <li>Reflect on activities and encounters</li> </ul>	Spring term	4. Linking curriculum learning to careers 3. Addressing the needs of each pupil 6. Experiences of workplaces 7. Encounters with further and higher education	Grow throughout life Explore possibilities See the bigger picture

Employer and Provider Activities	Provider/ Employer linked assemblies and visits Showcase shed events where students can talk to external providers regarding subjects at school and future options Modern Work Experience Events	<ul style="list-style-type: none"> <li>Ask relevant questions to understand workplace expectations</li> <li>Understand the purpose of work experience and what to expect.</li> <li>Identify different types of workplaces and role</li> </ul>	Ongoing, throughout the year  Spring Term	5. Encounters with employers and employees 6. Experiences of workplaces 7. Encounters with further and higher education	Grow throughout life Explore possibilities Balance life and work
PSHE Lessons/ Specific careers lessons	Goal setting Assertiveness Resilience HOP Options lessons/ activities Career research Bias in careers (stereotyping)  Where can subjects take you Linking subjects to career paths, learning pathways	<ul style="list-style-type: none"> <li>Identify personal strengths and link them to GCSE and career options</li> <li>Explain how GCSE subjects support different career routes.</li> <li>Identify transferable skills gained from subjects</li> <li>Explore different post-16 options.</li> <li>Understand the qualifications needed for different pathway</li> </ul>	Ongoing, throughout the year  Spring term  Ongoing, throughout the year	3. Addressing the needs of each pupil 2. Learning from career and labour market information	Grow throughout life Explore possibilities Manage career See the bigger picture
Careers guidance and advice	Options Evening One to one guidance available	<ul style="list-style-type: none"> <li>Access careers guidance to support GCSE option choices</li> </ul>	Ongoing, throughout the year	8. Personal Guidance	Grow throughout life Explore possibilities Manage career
Options Themed activities	Options evening with curriculum staff, careers leader and adviser available and various stands and personal guidance promoted to students and parents/ carers	<ul style="list-style-type: none"> <li>Access support to make informed GCSE option choices</li> </ul>	Spring term	7. Encounters with further and higher education 8. Personal guidance	Grow throughout life

Year 10					
Title/ Theme	Outline/ Description		Term	Gatsby Benchmark	CDI Framework Learning Area
Action Planning	All students complete an action plan, detailing their future education and career ideas- parent/ carers are encouraged to explore careers on website including LMI related materials – this is promoted via MyEd. Action plan informs future careers events/ visitors	<ul style="list-style-type: none"> <li>Connect learning in school to specific job roles or industries</li> </ul>	Autumn term	1.A stable careers programme 2. Learning from career and labour market information 3. Addressing the needs of each pupil	Grow throughout life
National Apprenticeship,	Annual Careers Expo and linked activities	<ul style="list-style-type: none"> <li>Recognise how different careers and roles link within</li> </ul>	Spring term	4. Linking curriculum learning to careers	Grow throughout life

National Careers Week and Linked Curriculum Activities	Assemblies and lessons specific to CEIAG Competition based on subject links to careers and staff's previous careers and how skills evolve Visits and Working lunches with various employers and providers RateMyApprenticeship -Virtual Careers Event  IGD Employability Skills Workshop	industries and list skills that may be needed to be successful  <ul style="list-style-type: none"> <li>• Reflect on individual/ soft skills learnt from external visitors and events, such as- communication, problem-solving, adaptability, and teamwork</li> </ul>		3. Addressing the needs of each pupil 6. Experiences of workplaces 7. Encounters with further and higher education	Explore possibilities
Employer and Provider Activities  Work Experience	Provider/ Employer linked assemblies and visits Showcase shed events where students can talk to external providers regarding subjects at school and future options Big Careers Day 1 week in person work experience	<ul style="list-style-type: none"> <li>• Visit or engage with colleges, sixth forms, universities, or training providers.</li> <li>• Participate in meaningful encounters with employers (e.g. mock interviews, talks)</li> <li>• Take part in a work experience placement or virtual experience.</li> <li>• Explain what work is like</li> <li>• Describe different skills and behaviours needed in the workplace</li> <li>• Complete Work Experience Log</li> </ul>	Ongoing, throughout the year  Summer term	5. Encounters with employers and employees 6. Experiences of workplaces 7. Encounters with further and higher education	Grow throughout life Explore possibilities Balance life and work
Careers guidance and advice	One to one guidance interviews	<ul style="list-style-type: none"> <li>• Use personal guidance to explore post-16 options and career ideas.</li> <li>• Begin to prepare for applications or interviews</li> </ul>	Ongoing, through the year	8. Personal guidance	Grow throughout life Explore possibilities Manage career
Mock interviews / Group sessions/ Speed Networking (Part of Big Careers Day)	Interview preparation sessions/ lessons Group sessions / Mock interviews with external providers and employers All students receive feedback	<ul style="list-style-type: none"> <li>• Engage with colleges, sixth forms, universities and training providers.</li> <li>• Compare different providers, routes and identify suitable options</li> <li>• Reflect on activities and encounters</li> </ul>	Summer term	5. Encounters with employers and employees 7. Encounters with further and higher education	Grow throughout life
Specific careers lessons	HOP Options lessons/ activities How to use log on move on	<ul style="list-style-type: none"> <li>• Visit or engage with colleges, sixth forms, universities, or training providers</li> </ul>	Ongoing, throughout the year	2. Learning from career and labour market information 3. Addressing the needs of each pupil	Grow throughout life Explore possibilities

	<p>Qualifications and Levels</p> <p>LMI research</p> <p>Identify local college websites to discover courses.</p> <p>Start writing the log on move on personal statements.</p> <p>CV writing</p> <p>Interview Skills</p> <p>Discover how your favourite subject can lead to a related career</p> <p>Various Visits and Events (internal and external)</p>	<ul style="list-style-type: none"> <li>Recognise how careers education supports personal and academic development.</li> <li>Use LMI to compare different career paths.</li> </ul>			<p>Balance life and work</p> <p>Manage career</p> <p>See the bigger picture</p>
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Year 11					
Title/ Theme	Outline/ Description		Term	Gatsby Benchmark	CDI Framework Learning Area
Action Planning Careers guidance and advice	<p>Students to review action plan, detailing their future education and career ideas with Careers Advisers</p> <p>Careers Advisers available to speak to students, parent/ carers on ARD Day</p> <p>One to one guidance interviews</p>	<ul style="list-style-type: none"> <li>Discuss and explain choices</li> <li>Use careers guidance to finalise post-16 plans.</li> <li>Make informed decisions about post-16 education or training.</li> <li>Complete applications for college, sixth form, apprenticeships, or training.</li> <li>Demonstrate readiness for chosen pathway through applications or interviews</li> </ul>	<p>Autumn term</p> <p>Ongoing, throughout the year</p>	<p>1. A stable careers programme</p> <p>2. Learning from career and labour market information</p> <p>3. Addressing the needs of each pupil</p> <p>8. Personal guidance</p>	<p>Grow throughout life</p> <p>Grow throughout life</p> <p>Explore possibilities</p> <p>Balance life and work</p> <p>Manage career</p>
<p>Careers week and curriculum Activities</p> <p>National Apprenticeship week activities</p>	<p>Annual Careers Expo and linked activities</p> <p>Assemblies and lessons specific to Careers fair and Post 16/ next steps choices</p> <p>Competition based on subject links to careers and staff's previous careers and how skills evolve</p> <p>Visits and Working lunches with various employers and providers</p> <p>RateMyApprenticeship -Virtual Careers Event</p>	<ul style="list-style-type: none"> <li>Make informed decisions about post-16 education or training.</li> <li>Evaluate how subject choices align with long-term career goals.</li> <li>Use curriculum learning to support applications or interview</li> </ul>	<p>Spring term</p>	<p>4. Linking curriculum learning to careers</p> <p>3. Addressing the needs of each pupil</p> <p>6. Experiences of workplaces</p> <p>7. Encounters with further and higher education</p>	<p>Grow throughout life</p> <p>Explore possibilities</p> <p>Balance life and work</p> <p>Create Opportunities</p>
Employer and Provider Activities	<p>Provider/ Employer linked assemblies and visits</p>	<ul style="list-style-type: none"> <li>Make informed decisions about post-16 education or training</li> </ul>	<p>Ongoing, throughout the year</p>	<p>5. Encounters with employers and employees</p> <p>6. Experiences of workplaces</p> <p>7. Encounters with further and higher education</p>	<p>Grow throughout life</p> <p>Explore possibilities</p> <p>Manage Career</p>

	<p>Showcase shed events where students can talk to external providers regarding subjects at school and future options</p> <p>Specific sessions for students to meet providers</p> <p>Guest speaker sessions</p>	<ul style="list-style-type: none"> <li>• Use employer encounters to inform post-16 choice</li> <li>• Use workplace experience to support applications and interviews</li> <li>• Complete applications for college, sixth form, apprenticeships, or training</li> </ul>			Create Opportunities
Specific careers lessons	<p>Completing applications</p> <p>LMI research- shape your future</p> <p>Transition into Post 16 opportunities lessons</p> <p>Building Resilience</p> <p>Confidence Boosters</p> <p>Looking ahead to FE and how this differs from secondary school.</p> <p>Confidence Boosters</p> <p>Connecting Soft Skills to Careers</p> <p>Careers talks and interviews from internal and external companies</p> <p>All to receive Sirius Careers Booklets and Your Choice Booklets</p>	<ul style="list-style-type: none"> <li>• Use LMI to make realistic and informed post-16 decision</li> <li>• Recognise declining and emerging careers</li> <li>• Complete applications for college, sixth form, apprenticeships, or training</li> </ul>	Autumn and Spring Term	<ol style="list-style-type: none"> <li>1. A stable careers programme</li> <li>2. Learning from career and labour market information</li> <li>3. Addressing the needs of each pupil</li> <li>4. Linking curriculum learning to careers</li> </ol>	<p>Grow throughout life</p> <p>Explore possibilities</p> <p>See the bigger picture</p> <p>Balance life and work</p> <p>Manage career</p> <p>See the bigger picture</p>

**Approved by Head of School & Local Advisory Board:**

**Signed: Mrs G Ransom**

**Dated 02/02/2026**

**Position: Head of School (Sirius Academy West)**

**Date:**