

# Willow School Policy



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

Date: February 2025

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## **Introduction**

At Willow School, we believe that it is essential that every young person needs high-quality career guidance to make informed decisions about their future. This guidance will be available from KS2.

Careers, Information, Advice and Guidance (CIAG) is more than giving advice on further education, training and jobs to our pupils. It is about supporting pupils of all abilities to:

- Recognise and understand themselves
- Identify their strengths, skills, motivations and areas for development
- Access and understand appropriate information on opportunities & options to inform their choices
- Be equipped to be able to apply learning to their careers journey
- Help them plan and make informed decision for their future
- Ensure next steps are thoroughly planned to make sure successful transition to Post 16 or other provision is sustainable.

## **Intent**

Our aim is to embed an aspirational yet realistic, broad and progressive careers programme. The programme is designed to take into consideration the individual needs of our pupils and their abilities. As the pupil applies their learning and develops through the offer, the programme will adapt and adjust to respond to their own personal progress. This may look slightly different between pupils depending on their needs, identified outcomes and their stage of progress.

To ensure that we can achieve this, we follow the eight Gatsby benchmarks of Good Career Guidance:

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.

## **Strategies**

We are aware that every school should have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers, and employers. It is the responsibility of the Careers Coordinator to drive forward all eight benchmarks in the school and they must report the findings of any investigations to the Senior Leadership Team.

At KS2, our students will benefit from a curriculum that provides opportunities for them to develop skills for the workplace.

Within the RSHE curriculum, students will be given support and advice towards creating their own Curriculum Vitae to prepare them for the working world.

During meetings between school staff, parents and other external agencies, discussions will be held about the career objectives of each student and we will attempt to support their journey as much as our resources will allow.

Within our RSHE curriculum, our students will receive advice and guidance from visiting speakers, who have experience of industries that our pupils have displayed an interest in. This is in line with Provider Access Legislation January 2023 whereby it requires schools to provide at least six encounters with providers of technical education or apprenticeships for all their pupils during school years 7-9.

Students from as early as KS2 will have opportunity to utilise the online careers programme 'Uni Frog' which will allow them to start to look at potential career pathways post education.

### **Impact of our careers programme**

The way we measure how successful our careers programme has been is in the following ways:

- An aspirational cross curriculum careers programme will be embedded across the school. All pupils, parents and carers will have access to a published careers programme and will be able to talk about this with confidence.
- Pupils will engage in discussions about their future, their strengths, skills and attributes, create actions plans and specific targets that support the programme further.
- Parents/carers will be able to make informed choices that support their young person's destination.
- Decision making is a collaborative event taking views of the pupils, parents and carers and professionals working with the young person into account – using various meetings to stimulate and agree these decisions.
- Pupils will be able to identify & recognise their strengths, motivations and areas for development, including how they will be working on these, with clear progress being evidenced.
- Pupils will be able to demonstrate a range of skills that they can apply to the real world.

We evaluate the impact of our careers programme through collating regular feedback from all internal staff and pupils as well as external stakeholders – such as parents/carers, providers and employers. This is then used to help adapt, adjust and develop our programme further.