**CEIAG Policy**

There has never been a time when careers guidance has been as important for young people as it is today. The landscape of education, training and employment opportunities that students need to navigate is more complex and more challenging than that faced by previous generations.

Saddleworth School is committed to providing all students with high quality Careers Education, Information, Advice and Guidance (CEIAG) appropriate to their age and ability. We will challenge low expectations and aspirations based on stereotypes; as a school we are fully committed to promoting equality and diversity for all. The Careers team and curriculum leaders are working in partnership with employers in order to provide mentorship and experience of the world of work to increase the relevance of their studies. In due course this will play a key role in facilitating social mobility.

Through a planned programme of Careers Education, students will be provided with the opportunity to acquire and develop the necessary skills to research, analyse, and understand careers related information. Students will be made aware of the value of learning, education, and qualifications, and they will be informed of the opportunities available to them in work, further education and training. Accessible careers related resources are provided to encourage independent research, and a fully qualified Careers Adviser is available to assist students in making informed decisions about their future.

The SPACE programme and curriculum subjects complement each other. All subjects endeavour to enable students to develop an awareness of their strengths and weaknesses and to foster the essential traits of: self-awareness, optimism, positivity, independence, initiative, reliability, grit, resilience and confidence, all of which will ensure that students are more equipped to manage the changes that occur at various stages of their lives.

***"Young adults who recall four or more encounters with employers while at school are five times less likely to be NEET and earn on average, 18% more than peers who recall no such activities."***

*Dr Anthony Mann, Director of Research and Policy, Education and Employers Taskforce*

Careers guidance happens in the classroom, not just in distinct careers activities. We encourage all curriculum areas to embrace employer led learning, using industry professionals and resources to help deliver curriculum lessons, blending careers ideas with academic learning. There are numerous benefits for our students of this integrated approach and each year during National Careers Week we have a whole school focus on Careers.

Aims of CEIAG at Saddleworth School:

* To focus on the student and what is best for them.
* To raise students’ aspirations and to broaden their horizons, to improve their life opportunities so they can contribute to a productive and successful economy.
* To provide good quality independent and impartial careers advice which inspires and motivates them to fulfil their potential, and make informed choices about the next step in their education or training.
* To provide impartial careers information, advice and guidance which is in the best interests of the student.
* To inspire and empower students to make informed realistic decisions at key transition points in learning and work.
* To support students to prepare for the workplace, helping them develop enterprise and employability skills including skills for self-development and career management skills.
* To provide opportunities to work in partnership with employers, businesses, training providers and post-16 providers
* To support inclusion, challenge stereotyping and promote equality of opportunity
* To use the Gatsby Benchmarks to develop a careers programme that provides opportunities for students to access experiences of the workplace, personal guidance, engagement with employers, colleges, training providers and universities.
* To use Compass+ to help the school benchmark, manage, track and report on the school’s careers provision.

**Careers Programme**

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| --- | --- | --- | --- | --- | --- |
|  | **Autumn Term** | **Spring Term** | **Summer Term** | **Gatsby Benchmarks** | **Whole school opportunities** |
| Year 7 |  | **Careers Form sessions:**1. Changes
2. What have you achieved?
3. What influences me?
4. What are you like?
5. Skills for like
6. How do you learn?
7. This is me
8. What is work?

Careers week | Encounters Assembly | 1, 2, 3 | Encounters Assembly- Police / NHS (apprenticeships / T levels focus)Enterprise activity |
| Year 8 | **Careers Form sessions:**1. Think of the future
2. Apprenticeships
3. Are school and work different?
4. What do you want from work?
5. Job families – sectors
6. Challenging stereotypes
7. Budgeting
8. Budget planner
 | Encounters Assembly- Careers Week |  | 1, 2, 3,  | Encounters Assembly- British Heart Foundation / STEM ambassadors / Guinness Housing Company (Apprenticeships / T levels focus) |
| Year 9 | SPACE Lessons – Apprenticeships and Labour Market Information | Careers WeekSPACE Lessons – Options and Pathways.* World of Work event
* Options Assembly
 | SPACE Lessons – Introduction to finance – savings, borrowing, debt, taking risks. | 1, 2, 3,  | Pathways ProcessWorld of Work |
| Year 10 |  | Careers WeekSPACE Lessons – Preparing for work experience.* + Career interviews
 | SPACE – what are employers looking for? Applying for jobs, interview skills.* Mock Interviews
* College Taster Day
* Work Experience
* 1-1 Career interviews
 | 1, 2, 3, 5, 6, 7,  | Apprenticeship WeekCareers FairMock Interviews |
| Year 11 | SPACE lessons – Pathways, Personal Statement and Applying to college.Careers Fair – Pathways video for Parents.* Weekly Careers ‘drop in’ sessions – applying to college and apprenticeships
* Apprenticeship Workshop
* 1-1 Career interviews
 | Careers WeekSPACE lessons – From school to Life (Savings, Budgeting, Spending and Borrowing)* Apprenticeship Drop-in sessions
* Student Support-college applications
* College interviews
* 1-1 Career interviews
 | 1-1 Career interviews | 1, 2, 3, 5, 7, 8 | Apprenticeship WeekCareers Fair |

**Stakeholder partnerships:**

The CEIAG programme is greatly enhanced by our links with a growing number of partners and volunteers. We will work with employers, training providers and FE/HE institutions. Parental involvement is encouraged at all stages. This is promoted through regular communications highlighting upcoming events and inviting volunteers to support initiatives delivered by the school. We will provide opportunities for students in Years 7 to 11 the opportunity to talk about technical qualifications and apprenticeships. We will work in partnership with local and national providers of post-14, post-16 and post-18 options and allow our students in Year 7 to 11 access to these providers in order to inform important transition points. We will seek and respond to stakeholder feedback. Feedback will be invited from all stakeholders including students, parents/carers, employers and providers.