



**IMPACT PUPIL REFERRAL UNIT**

**POLICY FOR CAREERS EDUCATION, INFORMATION, ADVICE AND GUIDANCE  
(CEIAG)**

**APPROVED BY GOVERNORS: January 2023**

**POLICY TO BE REVIEWED: September 2023**

## **Vision**

Impact will provide students with the knowledge, skills and understanding they need to be employable, confident and well-informed young adults ready to pursue successful careers.

## **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 supports them in choosing appropriate pathways that suit their interests and abilities and help them to follow a career path and sustain employability throughout their working lives.

## **Commitment**

Impact is committed to providing all its students with a programme of careers education, information, advice and guidance (CEIAG). The school's work is informed by current government guidelines and recommendations and other relevant guidance.

The Government's careers strategy, published on 4 December 2017, sets out a long-term plan to build a world class careers system that will help young people and adults choose the career that is right for them. This policy has been implemented with regard to the strategy and in accordance with the statutory guidance from the Department for Education published January 2018.

## **Aims**

- To contribute to strategies for raising achievement, especially by increasing motivation
- To encourage participation in continued learning including Higher Education and Further Education, Apprenticeships and Training
- To develop Enterprise and Employment skills
- To reduce Not Employed in Education or Training (NEET) figures and drop-out from courses in education and training
  - To contribute to the economic prosperity of individuals and communities
  - To meet the needs of all our students through appropriate differentiation
  - To raise awareness of the Local Market Information and skills gaps
  - To focus students on their future aspirations
  - To involve parents and carers in key decisions concerning careers and progression.

Our Programme has been developed in line with the Gatsby Benchmarks.

## **The Gatsby Benchmarks**

- A stable career programme.
- Learning from career and labour market information.
- Addressing the needs of each pupil.
- Linking curriculum learning to careers.
- Encounters with employers and employees.
- Experiences of workplaces.

- Encounters with further and higher education.
- Personal guidance.

### **Staffing**

All staff at Impact contribute to CEIAG delivery through their roles as Form Tutors, Subject Teachers, Learning Facilitators and Mentors. Careers education sessions are delivered by Teachers through Personal Development lessons. These sessions are monitored by the Careers Leader Team.

### **Key personnel:**

**Colm Gallagher:** Assistant head teacher and Careers Leader overseeing the CEIAG Programme.

**Antonia Richards:** Teacher and Careers link

**Sarah Vaughan:** Governor for CEIAG:

**Career Advisor:** External Careers Advisor commissioned from Career Connect who attends school at scheduled times to complete guidance interviews.

Pupils at Impact also receive careers guidance via services commissioned by the local authority.

### **Implementation of Careers Education**

**Curriculum-** The Careers Programme includes careers education sessions, career guidance activities (group work and individual interviews), information and research activities, work related learning and individual learning activities. Other events and activities are planned and organised separately throughout the year.

### **CEIAG programme will help students to:**

- Understand themselves, their interests, likes and dislikes, what they are good at and how this affects the choices they make
- Identify any barriers to education, employment and training and signpost/refer as required to internal or external agencies for additional targeted support.
- Find out about different courses, what qualifications they might need and what opportunities there might be
- Develop the skills needed for working life, including looking at the positive activities or voluntary opportunities students could engage in out of school.
- Understand the requisite employability skills and those important personal and social skills required outside of the classroom.
- Make realistic, but ambitious, choices about courses and jobs
- Develop a plan of action for the future
- Understand the different routes after Year 11 including Further and Higher Education, Apprenticeships and Training and Employment.
- Understand the different routes after Year 12 or 13 including Further and Higher education, Apprenticeships and employment and 'gap years'.
- Be able to make effective applications for jobs, training and further and higher education
- Develop interview skills
- Be able to complete a CV and covering letter
- Improve confidence and self esteem

**Implementation:** The programme is provided to Pupils through:

The PHSE curriculum

Cross curricular careers information

Work Experience

Careers presentations and activities

Guest speakers

Information and research activities (using the internet and the school website)

Visits to and by local post 16 providers

Careers Information at Parents' Evenings

Careers Action planning – one to one Career interviews

Careers Boards / information points in key positions

School website has a designated Career section

Careers and Progression Assemblies

Visits to college / university

Post 16 Destination Fair where local colleges, universities and apprenticeship providers are represented. • Information about open days at local learning providers and universities

### **Guidance**

The Careers Advisor will provide individual and impartial interviews throughout the year. Every Year 11 student will leave having had at least one face-to-face guidance interview.

**Equality and Diversity** - CEIAG is provided to all students who are encouraged to follow career paths and suit their interests, skills and strengths with the absence of stereotypes. All students are provided with a wide range of opportunities and diversity is celebrated.

**Parents and carers** - Parental involvement is encouraged at all stages. Parents are kept up-to-date with careers-related information.

### **Staff Development-**

The Careers Leader will take part in a Level 6 Careers Leader training programme with Career Connect to deliver sustainable, whole-school improvements by developing leadership skills and sector expertise. The Careers Leader will design, implement and evaluate a whole school improvement strategy that ensures progress towards all eight Gatsby Career Benchmarks; a statutory requirement for schools. We are a member of the Liverpool Careers Hub and receive regular support and information from the Hub and The Careers and Enterprise Company.

The school also receive support with careers developments via a Enterprise Coordinator Link and an Employer Enterprise Advisor.

Staff training and CPD needs in relation to CEIAG are identified in conjunction with the school INSET/CPD lead.

### **Links with external agencies**

We intend to develop strong links with a variety of agencies Including: Elevate EBP, Shaping Futures Job Centre Plus, ASK apprenticeship Service, National Citizens Service, National Careers Service, A variety of FE Colleges, Training Providers and Universities, AllaboutSTEM & The Careers & Enterprise Company.

## **Monitoring Review and Evaluation**

Impact use The Career and Enterprise Compass tool to assess provision against the Gatsby benchmarks, this allows us to quickly and easily discover our strengths and find areas for improvement. Compass PLUS is used to track and record provision.