



CEIAG Policy

Working Together to Achieve Excellence

MISSION STATEMENT

At St Anne's we aim to meet people where they are on their faith journey and accompany and guide them on their way to achieving their full potential. We strive to create a Catholic community which shares common beliefs and where, following Christ's example, we recognise the unique and equal value of each member. Our commitment to each person's growth is reflected in the quality of our school's provision which seeks to maintain the highest possible standards of achievement and behaviour.

Policy Adopted: 10th October 2018

Review date: October 2020

Signed:



(Chair of Governors)



Introduction

1.1 All young people need a planned programme of activities to help them choose 14-19 pathways that are right for them and able to manage their careers and sustain employability throughout their lives. A young person's career is the progress they make in learning and work. Schools have a statutory duty to provide careers education in Years 7-11 (1997 Education Act, 2003 Education Regulations) and to give students access to careers information and impartial guidance (1997 Education Act, 2008 Education and Skills Bill).

1.2 St. Anne's RC Voluntary Academy is committed to providing a planned programme of careers education and information, advice and guidance (IAG) for all students in Years 7-11, in partnership with Changing Education and our sponsors Aquinas College.

St. Anne's endeavours to follow the National Framework for CEG 11-19 in England (DfES, 2003), the Young People's IAG Standards (DCSF, 2007) the statement of careers education principles (DCSF, 2008) and other relevant guidance for DCFs, QCA and Ofsted that appears from time to time.

St Anne's is also committed to gaining the Inspiring IAG Award.

2. Aim

2.1 The aim of the careers programme is designed to meet the needs of students at St. Anne's. It is differentiated and personalised to ensure progression through activities are appropriate to students' stages of career learning, planning and development.

2.2 Students are entitled to CEIAG which meets professional standards of practice and which is person-centred and confidential. It will be integrated into students' experience of the whole curriculum and be based on a partnership with students and their parents or carers. The programme will raise aspirations, challenge stereotyping and promote equality and diversity.

3. Implementation

Management

3.1 The Careers Manager co-ordinates the external careers programme and is responsible to their Line Manager who is strategic lead for CEIAG.

Staffing

3.2 All staff contribute to CEIAG through their roles as tutors and subject teachers. Specialist sessions are delivered during form time by the tutors.

The additional CEIAG programme is planned, monitored and evaluated by the Careers Manager in consultation with the Changing Education personal advisor who provides specialist careers IAG.

Careers information is available in the Learning Resource Centre which is maintained by the school librarian and also displayed on the Careers boards around school.

Curriculum

3.3 The careers programme includes careers education sessions, career guidance activities (group work and individual interviews), information, research and individual learning planning/portfolio activities. These are differentiated and personalised to ensure progression for students in their career learning and development, and to strengthen their motivation, aspirations and attainment at school. Activities will be embedded in the curriculum and based on a partnership with students and their parents/carers. Students will be encouraged to develop enterprise skills learning to take risks and solve problems resulting in a creative and innovative outcome.

Other focused events include bespoke university visits for both key stage 3 and 4, drama productions, Changing Education lunch time clinics, completion of the Scholars Programme for the most able in years 9 and 10. An annual Careers Fair which includes providers from Universities, Sixth form colleges, Apprenticeship providers, local businesses, the forces and the National Collaborative Outreach Programme (NCOP).

Assessment and accreditation

3.4 The intended career learning outcomes for students are based on the Careers Educational Framework 7-19 and assessed using assessment for learning (AfL) techniques.

Partnerships

3.5 An annual Partnership Agreement is negotiated between St. Anne's and Changing Education which identifies the contributions to the programme that each will make. St. Anne's works closely with our sponsor Aquinas College to ensure that all students receive appropriate guidance for post 16 pathways. Other links are made up with the National Collaborative Outreach Programme (NCOP) who deliver regular sessions.

Resources

3.6 Funding is allocated in the annual budget planning round in the context of whole school priorities and particular needs in the CEIAG area. The Line Manager is responsible for the effective deployment of resources. Sources of external funding are actively sought.

Staff development

3.7 All staff will be given training where appropriate and with the support of partnership provider, Changing Education.

Monitoring, review and evaluation

3.8 The partnership Agreement with Changing Education is reviewed annually by the Line Manger and Carers Manager using the Inspiring IAG criteria to identify areas for improvement. Evaluation of all aspects of CEIAG and enterprise education is undertaken regularly.