

Sir John Hunt



Careers Education Information and Guidance Policy

Our Vision

The Governors, Principal and Staff at Sir John Hunt are committed to delivering quality Careers Education Information Advice and Guidance (CEIAG). CEIAG will help to develop the students' self-awareness and knowledge, and skills enabling them to make decisions in response to changes in education, training and employment. The careers work and guidance programme helps the College meet its NEET target.

With recommendations from the Careers and Enterprise Company (CEC) the school has identified areas of potential growth in priority sectors, which sit centre-stage in the CEC plans for the future. The college aligns strategically with these, mapping its work to the CEC priorities as well as DfE statutory guidance, Baker Clause, CDI Framework and Gatsby Benchmarks.

Our CEIAG programme contributes to strategies for raising achievement through:

- Increasing motivation and raising aspirations
- Supporting inclusion, challenging stereotyping and promoting equality of opportunity
- Encouraging participation in continued learning, including higher education
- Developing enterprise and employability skills
- Retention and recruitment onto appropriate learning pathways
- Contributing to the economic prosperity of individuals and communities
- Increasing awareness of Raising Participation Age (RPA)
- Impartial advice on opportunities available to all learners

All students have access to relevant impartial Information and Guidance (IAG) delivered through the CEIAG programme, which is delivered through the schools Careers Lead. The programme is designed to enable students to achieve their full potential in preparation for lifelong learning and to help students recognise their skills, qualities and fulfil their ambitions.

CEIAG should enable students to make informed choices, based on accurate Local Market Information (LMI), using research skills, and recognising their personal qualities that are required in an increasingly competitive jobs market.

Staff involvement in CEIAG

Teaching staff are key in identifying CEIAG opportunities within their curriculum specialism. All staff have access to CEIAG resources. All staff have access to a CPD programme that includes the current guidance for CEIAG progression routes, transition stages, and qualification frameworks

Outcomes

At key transitions students are encouraged to make ambitious plans, challenging stereotypes that enable them to have high aspirations for their future lives. The CEIAG programme is planned, delivered, and evaluated to assess the Gatsby performance outcomes.

CEIAG Delivery

CEIAG is managed by the Careers Coordinator (Miss Cooper) and supported by a linked member of the college's SLT (Mr O Marner/Assistant Principal). The programme is designed and written by the Careers Coordinator, and delivered through the Personal Development programme, with subject specific activities and events throughout the year. CEIAG is delivered in conjunction with Curriculum Leaders and the Head of Sixth Form.

The CEIAG Programme

This is delivered on an age related basis that best meets the needs of learners, parents, and the community.

CSW Group

CSW Group are commissioned by Sir John Hunt to provide high quality independent services to young people. Skilled advisors work with our learners to understand their individual needs and steer them to successful progression.

Provision includes:

- Professional guidance interviews
- Tailored group works
- Access to advisor for parents and carers
- Staff CPD for CEIAG
- External referrals
- Support for Investor in Careers (IiC)
- E-guidance through Career Pilot

- Advisor online
- Online teacher and students' LMI resources
- Career Readiness Tool

This ensures that the college meets the statutory duties to provide impartial advice and guidance that is differentiated to meet individual needs.

Other Links

Links have been developed with local, regional and national employers, the National Collaborative Outreach Programme; Next Steps South West, campus partners, The Careers and Enterprise Company, as well as Greenshaw Learning Trust (GLT), and Promoting Children in Plymouth (PCIP)

Evaluation

An evaluative framework is in place that captures feedback from all stakeholders, including students, staff, parents and employers. All CEIAG processes are reviewed annually.

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