



Career Education, Information, Advice and Guidance Policy Statement

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Career Education, Information, Advice and Guidance Policy

Rationale

Dorothy Stringers careers education programme provides our students with the opportunity to plan and manage their careers effectively, ensuring progression which is ambitious and aspirational. It promotes equality of opportunity, celebrates diversity and challenges stereotypes. It is designed to meet the Gatsby Benchmarks and conforms to statutory requirements.

Introduction & Context

At Dorothy Stringer School, the Governors, Senior Leadership Team (SLT), PSHE staff, teaching staff, pastoral staff and support staff are committed to providing young people with a detailed and comprehensive programme of Career Education, Information, Advice and Guidance (CEIAG). The school provides a range of opportunities for students to learn about the world of work, the skills required by employers and the qualification pathways available to them. A good understanding of these issues, informed by effective CEIAG, leads to well considered decisions, which increases engagement in learning and, in turn, raises attainment, supports aspirations and encourages further participation. The careers programme continues to be developed in line with the eight Gatsby Benchmarks to ensure best practice and to meet the requirements of the Department for Education's statutory guidance 2018.

The Gatsby Benchmarks

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each student
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experience of work places
7. Encounters with further and higher education
8. Personal guidance

All students have access to the school's provision for CEIAG. Every effort is made to ensure that the programme respects and caters for the needs of individuals, respects diversity, promotes equality of opportunity and informs with impartiality.

Dorothy Stringer School is a large mixed comprehensive, with approximately 1675 students. The vast majority of students go onto college at one of the many post-16 providers across the city and beyond. Provisional data for our 2020 leavers indicates that 98.8% progressed to further education, employment or training. 97% of students remained in education. National destination data for this cohort has not yet been released. However, government data (published 2 years in arrears) shows that our headline destination data remains higher than the national average.

<https://www.compare-school-performance.service.gov.uk/school/114580/dorothy-stringer-school/secondary/provisional-pupil-destination?accordionstate=0>

Following our comprehensive review of post-16 pathways in PSHE lessons and a variety of post-16 provider events, we are pleased that our students take up a variety of offers from a range of colleges, including BHASVIC, Varndean College, MET (Brighton and Northbrook), BRIT, Newman College, Plumpton College, Brighton College, Hartpury, DV8, BACA, Christ's Hospital, East Sussex College. Students also enrolled in apprenticeship courses.

Aim

The aim of CEIAG at Dorothy Stringer is to support students to make realistic and informed decisions about their future, by raising aspirations and providing impartial and independent information and guidance.

The school is committed to exceeding the statutory requirements in this area, providing students with exceptional support and guidance throughout their time at Dorothy Stringer School.

Delivery

CEIAG at Dorothy Stringer aims to:

- Deliver content in PSHE lessons, pastoral sessions and across other curriculum areas to help raise motivation, aspiration and attainment
- Help students to follow courses that are appropriate to their needs
- Promote the full range of pathways including apprenticeships
- Improve the understanding of the world of work
- Help students to be aware of their strengths, weaknesses, skills and qualities
- Ensure appropriate provision and guidance
- Aid successful transition to the next level of education or employment
- Offer a responsive service that allows time for face to face guidance
- Empower students to plan and manage their own futures
- Provide information and advice to parents and carers so they are better able to support and guide their son or daughter
- Provide comprehensive, timely, unbiased and impartial advice and guidance
- Actively promote equality and challenge stereotypes

CEIAG is delivered and achieved through:

- Careers education lessons in PSHE for all year groups looking at self-development, career management and career exploration
- Post-16 option talks to Year 11 students in lessons and assemblies
- Year 11 Parents and Carers' IAG evening
- Year 9 KS4 Options Evening

- Level 7 careers adviser presence at key information events and parent's evenings at key transition points
- 1:1 appointments with a Level 7 careers advisor for Y10 and Y11 students
- 1:1 careers advisor appointments for disadvantaged and SEND students
- 1:1 appointments with a Level 7 careers advisor for students who self-refer
- External opportunities as they arise, including events hosted by or funded through the Sussex Learning Network, the National Collaborative Outreach Programme, Coast to Capital and Get Careers Confident.
- Alumni workshops
- The Local Authority's LDD team, who support students with an EHC Plan.
- Home visits for students who are tutored at home.
- The Widening Participation programme
- Work Experience for all Year 10 students
- College taster days offered to all Year 10 students
- A display board and web pages, including subject specific 'Careers in' display boards
- Year 11 leaver referrals to the Youth Employability Service
- Talks by or visits to employers, professionals from different occupational areas, higher education, training providers and colleges – for targeted groups or curriculum areas
- Visits from a range of education and training providers throughout the school year (meeting the statutory duties of the Technical and Further Education Act 2017).

Careers and SEND provision

Every student with SEND follows the same programme of careers as their peers, with adaption and support from the SEND team where appropriate. Students with SEND have an interview with our independent Careers Advisor during Key Stage 3, before the KS4 options process, to enable early identification of any necessary adaptations or interventions according to need to support their career aspirations.

Students can self-refer to the Careers Advisor and form tutors are also able to raise concerns about the needs of individual students. If the current provision cannot fully address a student's additional needs, advice will be sought from the National Careers Service. The SENCo meets with parents/carers to discuss KS4 option suitability where individual need is likely to have an impact on choices made during the option process. To promote a positive work experience, the SENCo supports the Careers Team with placements, ensuring that providers are aware of individual needs.

Roles and responsibilities

All staff contribute to the implementation of this policy through their role as tutors and subject specialists. We are in the process of embedding careers into subject specific areas. A range of connections between Higher Education providers and employers will be forged and developed to support the curriculum through KS3 to 4.

The Careers Team

- SLT strategic lead & Career Leader: Loretta Lloyd
- Independent Careers Advisor: Amanda Carroll
- Post-16 Champion: Katie Metcalfe
- Work Experience Officer: Ann Eke
- Departmental Careers Champions x 14

The Careers Team meets regularly at formal and information meetings to discuss long-term whole school strategy, medium term plans for target groups and personal guidance for individual students. The Careers Leader meets with Heads of Year at the Pastoral Care Committee and attends Heads of Departments meetings to engage middle leaders with the whole school careers programme. The Careers Leader also regularly meets with the Headteacher who takes a strategic interest in careers education and guidance.

Through the Government funded Careers & Enterprise Company, Dorothy Stringer School has been linked with a Resource Manager from the John Lewis Partnership. This link will help the Careers Team access a range of employees and employers from different sectors who are willing to engage with and support our students in workshops led by members of the Careers Team. This is in addition to utilising the careers experience of our expanding Student Support Network. We encourage alumni, previous members of staff, parents and local business to join this Student Support Network.

Our Independent Careers Advisor provides 1:1 individual guidance sessions for students who are targeted or who have self-referred for appointments. The Careers Advisor reports to the Careers Team and liaises with staff from Get Careers Confident to ensure that disadvantaged students in Year 10 & Year 11 receive 1:1 advice sessions.

Our Post-16 Champion is responsible for providing target students with access to university and college campus workshops. The P-16 Champion reports to the Careers Leader and liaises with WP Team at Sussex University and representatives from the Sussex Learning Network and Uni-Connect.

Our Work Experience Officer deals with the administration of the 5 day work experience opportunity offered to all Year 10 students in July.

Each academic department now has a newly nominated Careers Champion. These teachers will actively seek opportunities within the curriculum to embed and disseminate subject specific careers information.

It is the Career Leader's responsibility, with the support of SLT and Governors, to provide the best quality CEIAG possible for all students and to be the point of contact for schools and business. The Careers Leader reports to the Head Teacher and to Governors.

Monitoring, Recording and Evaluation

In accordance with the Gatsby Benchmarks, we are hoping to move to Compass+ on which we can record the CEIAG experience of every student in the school. This will facilitate a thorough evaluation of our programme and will ensure equal access to all students.

In addition to the current opportunities built into the careers programme for students to self-evaluate and reflect on their learning at key points, we are also exploring the use of software to gauge all student understanding and progress through the careers programme.

Other stakeholders in the careers programme will be asked to complete surveys following key events, including parents and employers, to enable reflection and ongoing improvements to the service.

Leavers' destination information is also analysed to enable targeted interventions for specific groups of students in future years.

At the end of each academic year, the Careers Leader will evaluate and review the careers programme and set targets for the following year.

Review

This policy will be reviewed and updated every year, or as required.

Links to other policies.

Health and Safety Policy (work experience)

Some common terms and abbreviations used in this policy

CEIAG	Career Education, Information, Advice and Guidance
PSHE	Personal, Social and Health and Economic
IAG	Information and Guidance
SEND	Special Educational Needs and Disability
LDD	Learning Difficulties & Disabilities
EHC	Education, Health and Care
KS4	Key Stage 4
SENCo	Special Educational Needs Coordinator