



The Halifax Academy

Careers Policy 2020-2023

Name of Policy Writer	Maja Kozic-Shaw
Date written & Adopted	June 2020
Last Updated	June 2021
Next Review Due	June 2022

Careers Education, Information, Advice and Guidance Policy (CEIAG)

Contents

- 1.0 School Vision
- 2.0 Policy Scope
- 3.0 Objectives
- 4.0 School Responsibilities
- 5.0 Governor Responsibilities
- 6.0 Provider Access
- 7.0 Monitoring, Evaluation and Review
- 8.0 Information and resources
- 9.0 Accreditation
- 10.0 Links with the Community, Other Outside Agencies and Businesses

<u>Appendix 1</u>	Summary of the Gatsby Benchmarks
<u>Appendix 2</u>	Careers Charter by Year Group
<u>Appendix 3</u>	Arrangements for Provider Access

Linked policies

THA Provider Access Policy

Linked Documents

‘Careers Guidance and access for education and training providers. Statutory guidance for governing bodies, school leaders and school staff’. DFE, October 2018

Adopted by the Governing Body:

Compliance Check:

Review Period:

Review Date:

Careers Education, Information, Advice and Guidance Policy

1.0 School Vision

- 1.1 At The Halifax Academy, our purpose is to provide our students with a voice to change the world. Our approach is underpinned by our values of Heart, Mind, Connect, which relate to different aspects of character or behaviour that we seek to nurture in our students, so that they achieve personal and academic success. We help our students to understand the world around them and the importance of education, enabling them to explore different careers and make well informed post-16 choices. We encourage them to find their own unique voice, by strengthening their sense of identity, independence, self-belief and ambition, so that they can confidently articulate and pursue their career aspirations, ultimately achieving personal fulfilment in their chosen career path.
- 1.2 The governing body have therefore adopted this policy in order to provide a clear commitment to and framework for Careers Education, Information, Advice and Guidance

2.0 Policy Scope

- 2.1 This policy covers Careers Education, Information, Advice and Guidance given to students in Key Stages Three and Four and final year of Key Stage 2 (Phases 3, 4 & 5).
- 2.2 The policy also applies to Year 11 students after they finish their examinations in June of their final year and before they start at their next place of education, employment or training. Though not necessarily in school regularly and attending lessons in July and August of Year 11, the policy is still applicable.
- 2.3 The policy has been reviewed in line with the recently published DfE guidance document 'Careers guidance and access for education and training providers – Statutory guidance for governing bodies, school leaders and school staff. (DfE, October 2018)
- 2.4 This policy accepts the 8 Gatsby Charitable Foundation's benchmarks as set out in the DfE guidance. They can be seen in Appendix 1 of this policy
- 2.5 This policy covers the legal duty of schools to ensure that a range of education and training providers can access pupils in Year 7 to Year 11 for the purpose of informing them about approved technical education qualifications or apprenticeships.
- 2.6 This policy refers to events and opportunities in both Key Stages and in all years and these events will impact upon all students at the school.

- 2.7 All members of staff at The Halifax Academy are expected to be aware of this policy and the importance of Careers Education, Information, Advice and Guidance (CEIAG) in the education of students; CEIAG is not the sole responsibility of the Careers Advisor.
- 2.8 It is important therefore that students leave school aware of themselves as individuals, aware of the opportunities available to them and able to make some decisions about their own life. They should be prepared for the transition from full time education to the world beyond. It is to these aspects of personal and social development that this policy will contribute.

3.0 Objectives:

- 3.1 The objectives of the Careers Education, Information, Advice and Guidance policy are as follows:
- 3.1.1 To ensure that all students at the school receive a stable careers programme
 - 3.1.2 To enable all students to learn from information provided by the career and labour market
 - 3.1.3 The CEIAG programme should be individual and address the needs of each student
 - 3.1.4 To link the curriculum learning to careers learning
 - 3.1.5 To provide students with a series of encounters with employers and employees
 - 3.1.6 To provide students with experiences of workplace(s)
 - 3.1.7 To ensure that students have a series of encounters with further and higher education
 - 3.1.8 To provide each student with the opportunity to receive personal guidance

4.0 School Responsibilities

- 4.1 The school has a series of statutory duties:
- 4.1.1 All registered pupils at the school must receive independent careers advice in Years 7 to 11
 - 4.1.2 This careers advice must be represented in an impartial manner, showing no bias towards a particular institution, education or work option
 - 4.1.3 This advice must cover a range of education or training options
 - 4.1.4 This guidance must be in the best interests of the pupil
 - 4.1.5 There must be an opportunity for education and training providers to access pupils in Year 7 – Year 11 in order to inform them about approved technical qualifications or apprenticeships. Cf. Section 6 of this policy

- 4.1.6 The school must have a clear policy setting out the manner in which providers will be given access to pupils. Cf. Section 6 and Appendix 3. This policy and these arrangements must be published
- 4.2 The school will base its careers provision around the Gatsby Benchmarks. A summary of these can be seen in Appendix 1, and they cross reference with the objectives of this policy cf. Section 3
- 4.3 The Halifax Academy believes that good CEIAG connects learning to the future. It motivates young people by giving them a clearer idea of the routes to jobs and careers that they will find engaging and rewarding. Good CEIAG widens pupils' horizons, challenges stereotypes and raises aspirations. Through our CEIAG programme, which is underpinned by our values of Heart, Mind, Connect, we aim to equip our students with the wisdom, self-worth and courage to make successful transitions to the next stage of their lives. We strive to provide our students with a voice to pursue their ambitions and ultimately make a meaningful difference in the world. We aim to support social mobility by improving opportunities for all our young people.
- 4.4 The school will continuously monitor its CEIAG offer and seek further improvement. This will be done by the personnel involved in the design and delivery of the programme as well as by external stakeholders who assess the work of the school (eg. School Improvement Partner or Ofsted)
- 4.5 Staff responsible for Careers:
Ms Natalie Hawkins – SLT link for Careers
Mrs Satch Jabbal – Curriculum Support Coordinator
Mrs Maja Kozic-Shaw – Careers Lead
Ms Rachel McKenzie – Careers Advisor

5.0 Governor Responsibilities

- 5.1 The governing body will ensure that the School has a clear policy on Careers Education, Information and Guidance (CEIAG) and that this is clearly communicated to all stakeholders. They should ensure that this policy is:
- 5.1.1 based on the eight Gatsby Benchmarks
5.1.2 meeting the school's legal requirements
- 5.2 The governing body will ensure that arrangements are in place to allow a range of educational and training providers to access pupils in Years 7 – 11.
- 5.3 There will be a member of the governing body who takes a strategic interest in CEIAG and encourages employer engagement

6.0 Provider Access

6.1 Introduction - This section of the policy sets out the school's arrangements for managing the access of providers to pupils at the school for the purpose of giving them information about the provider's education or training offer. This complies with the school's legal obligations under Section 42B of the Education Act 1997.

6.2 All pupils in years 7-11 are entitled:

6.2.1 to find out about technical education qualifications and apprenticeships opportunities, as part of a careers programme which provides information on the full range of education and training options available at each transition point;

6.2.2 to hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships – through options events, assemblies and group discussions and taster events;

6.2.3 to understand how to make applications for the full range of academic and technical courses.

6.3 Appendix 3 shows the way in which education and training providers should get in touch with the school in order to gain access to pupils and/or parents to inform them about further opportunities

6.4 The school will then work with providers in order to identify the most effective opportunity for them to share information about education and training opportunities

7.0 Monitoring, Evaluation and Review

7.1 The Headteacher will ensure that:

7.1.1 the work of the Careers Advisor and CEIAG events are supported and monitored

7.1.2 a member of the Senior Leadership Team has an overview of CEIAG work and reports regularly back to the team

7.2 The effectiveness of this policy will be measured in a variety of ways:

7.2.1 Feedback from stakeholders through mechanisms such as the Kirkland Rowell student and parent survey;

7.2.2 Feedback from external visitors to the school such as the School Improvement Partner (SIP) or Ofsted;

7.2.2 the number of students who are NEET in October having left the school in the previous summer. This figure can be compared to national figures as well as against the equivalent figure from similar schools both nationally and within the county.

7.3 The Governors of The Halifax Academy will review this policy every three years.

8.0 Information and resources

All students have access to an extensive Careers library, one to one meetings with our careers advisor, C&K Careers website including their 'Directions' booklet, access to UniFrog (parents have access to this too), a careers education programme delivered through Character lessons. Pupils have the opportunity to write their own CVs and attend a mock interview day in order to prepare them for Sixth Form/College/Job interviews. We also have access to Future Goals, JED, Surestart and a Careers Meter.

9.0 Accreditation

The school is currently working towards achieving the C&K Careers Quality Standard, a nationally validated award.

10.0 Links with the Community, Other Outside Agencies and Businesses

The Halifax Academy has a vast bank of links with businesses, colleges and universities in the local area and beyond in Leeds, Bradford and Manchester. Speakers from colleges, sixth forms and other training providers are invited into school as appropriate. Students are actively encouraged to visit sixth forms and colleges and attend Open Days where appropriate (In person or virtually). In addition, information is available to all students in the Careers Library.

The Halifax Academy has strong links in the local area with Summerfield Care Home, Lloyds Banking Group, Orange Box and several more.

Appendix 1

Summary of the Gatsby Benchmarks

<p>1. A stable careers programme</p>	<p>Every school and college should have an embedded programme of career education and guidance that is known and understood by students, parents, teachers, governors and employers.</p>	<ul style="list-style-type: none"> • Every school should have a stable, structured careers programme that has the explicit backing of the senior management team, and has an identified and appropriately trained person responsible for it. • The careers programme should be published on the school’s website in a way that enables pupils, parents, teachers and employers to access and understand it. • The programme should be regularly evaluated with feedback from pupils, parents, teachers and employers as part of the evaluation process.
<p>2. Learning from career and labour market information</p>	<p>Every student, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.</p>	<ul style="list-style-type: none"> • By the age of 14, all pupils should have accessed and used information about career paths and the labour market to inform their own decisions on study options. • Parents should be encouraged to access and use information about labour markets and future study options to inform their support to their children.
<p>3. Addressing the needs of each student</p>	<p>Students have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each student. A school’s careers programme should embed equality and diversity considerations throughout.</p>	<ul style="list-style-type: none"> • A school’s careers programme should actively seek to challenge stereotypical thinking and raise aspirations. • Schools should keep systematic records of the individual advice given to each pupil, and subsequent agreed decisions. • All pupils should have access to these records to support their career development. • Schools should collect and maintain accurate data for each pupil on their education, training or employment destinations.

<p>4. Linking curriculum learning to careers</p>	<p>All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.</p>	<ul style="list-style-type: none"> • By the age of 14, every pupil should have had the opportunity to learn how the different STEM subjects help people to gain entry to, and be more effective workers within, a wide range of careers.
<p>5. Encounters with employers and employees</p>	<p>Every student should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.</p>	<ul style="list-style-type: none"> • Every year, from the age of 11, pupils should participate in at least one meaningful encounter* with an employer. <p>*A 'meaningful encounter' is one in which the student has an opportunity to learn about what work is like or what it takes to be successful in the workplace.</p>
<p>6. Experiences of workplaces</p>	<p>Every student should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.</p>	<ul style="list-style-type: none"> • By the age of 16, every pupil should have had at least one experience of a workplace, additional to any part-time jobs they may have. • By the age of 18, every pupil should have had one further such experience, additional to any part-time jobs they may have.
<p>7. Encounters with further and higher education</p>	<p>All students should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.</p>	<ul style="list-style-type: none"> • By the age of 16, every pupil should have had a meaningful encounter* with providers of the full range of learning opportunities, including Sixth Forms, colleges, universities and apprenticeship providers. This should include the opportunity to meet both staff and pupils. • By the age of 18, all pupils who are considering applying for university should have had at least two visits to universities to meet staff and pupils. • *A 'meaningful encounter' is one in which the student has an opportunity to explore what it is like to learn in that environment.
<p>8. Personal guidance</p>	<p>Every student should have opportunities for guidance interviews with a career adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made.</p>	<ul style="list-style-type: none"> • Every pupil should have at least one such interview by the age of 16, and the opportunity for a further interview by the age of 18.

Appendix 2

The Halifax Academy Careers Charter

Year 7 Aut	Foci: All about work <ul style="list-style-type: none"> • Explore why we work, linked to taxation and wider public services, how work differs to school • Skills and attributes needed at work • Explore the links between personality, working styles and job types. • Buzz Careers questionnaire to identify personality type, skills and qualifications/potential careers. 	Resources to support this unit/Assemblies/Trips https://icould.com/teaching-resources/ Year group attached to an employer, work shadowing, assemblies, meeting different people from different areas of the company through webinars etc.	Gatsby 1 5,6
Week 1	What is work? Why do we work? What is the purpose of careers education?	All year group: Trip to Manchester United.	5, 6
Week 2	Differences between school and work https://www.bbc.co.uk/bitesize/clips/zdqr87h		
Week 3	What skill and attributes are valued in the workplace?		
Week 4	There is no 'I' in TEAM-developing skills required for work		
Week 5	It's all about the money...or is it? Volunteering is work too!		
Week 6	What motivates me? Buzz Careers questionnaire https://icould.com/buzz-quiz/		
Year 8	Foci: Careers-what are the possibilities? <ul style="list-style-type: none"> • Thinking about Options pathways, next steps (KS4) • Introduction to GCSE pathways (Early entry and Core) • Introduction and information about the gateway year (Science, Humanities) 	Resources to support this unit Directions-Digital copy https://indd.adobe.com/view/8ec0d1ea-1d1b-4b97-8762-c327a793c5c0 Year group attached to an employer, work shadowing, assemblies, meeting different people from different areas of the company through webinars etc. University Visits Meetings with C&K careers (Hilary)	1 5, 6 7 2,3, 8
Week 1	'Directions' booklet-Subjects and Qualifications'		
Week 2	Making informed choices and the power of decision making Directions 'How to choose'		
Week 3	'Directions' booklet-Help with choosing		
Week 4	'Directions' booklet-Other information and activities OR information around interviews/how to answer questions		
Week 5	All I need to know about...GCSE Pathways-Part 1	Pathways assembly	
Week 6	All I need to know about...GCSE Pathways-Part 2 (Introduction to gateway year)		

Year 9 Aut	Foci: Gateway & Making Choices <ul style="list-style-type: none"> Explore the labour market and employment trends, what jobs are in demand? Information regarding routes into apprenticeships, University, STEM careers, local opportunities (links with businesses) JED explorer database (personalised careers finder) Exploring skills and attributes. 	Burnley college (wellbeing), small visits to local work places. Year group attached to an employer, work shadowing, assemblies, meeting different people from different areas of the company through webinars etc. https://www.bbc.co.uk/bitesize/topics/zsnfr82	1 4-STEM (Needs to link with Faculties) 5, 6
Week 1	The labour market (Current trends and jobs)		
Week 2	All I need to know about...Apprenticeships	All supported by external visitors (Assemblies)	5
Week 3	All I need to know about...Going to Universities		
Week 4	All I need to know about...STEM careers		
Week 5	What Job would suit me? JED-Job Explorer database (personalised), exploring my skills and attributes		
Week 6	Work based issues: Equal opportunities at work		
Year 10 Aut	Foci: Preparing for work (CV's and Interview skills) <ul style="list-style-type: none"> Introduction to CV writing & ROA, students writing a CV. Introduction to interview skills. 	Interview skills, university visits/workplace experiences Year group attached to an employer, work shadowing, assemblies, meeting different people from different areas of the company through webinars etc. Meetings with C&K careers (Hilary)	1, 5 5, 6 2,3,8
Week 1	Preparing for work-what is important? What do I need to think about?		
Week 2	What Job would suit me? Linked to careers appointments https://www.prospects.ac.uk/planner		
Week 3	What is a CV?		
Week 4	CV Writing		
Week 5	CV Writing		
Week 6	Preparation for Interview Skills		

Appendix 3

Arrangements for Provider Access

Introduction

This document sets out the school's arrangements for managing the access of providers to pupils at the school for the purpose of giving them information about the provider's education or training offer. This complies with the school's legal obligations under Section 42B of the Education Act 1997.

Pupil entitlement

All pupils in years 7-11 are entitled:

- to find out about technical education qualifications and apprenticeships opportunities, as part of a careers programme which provides information on the full range of education and training options available at each transition point;
- to hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships – through options events, assemblies and group discussions and taster events;
- to understand how to make applications for the full range of academic and technical courses.

Management of provider access requests

Procedure

A provider wishing to request access should contact Mrs Satch Jabbal.

Telephone: 01422 301080

Email: sjabbal@thehalifaxacademy.org

Opportunities for access

The school offers a comprehensive Careers Education, Information, Advice and Guidance programme and an overview of this programme can be seen in the School's Careers Charter which can be seen on the school website.

Please speak to our Careers Advisor to identify the most suitable opportunity for you.

The school will make a suitable space available for discussions between the provider and students, as appropriate to the activity. The school will also make available ICT and other

Appendices

specialist equipment to support provider presentations. This will all be discussed and agreed in advance of the visit with the Careers Advisor or a member of their team.

Providers are welcome to leave a copy of their prospectus or other relevant course literature with the Careers Advisor so that they can be displayed in the Careers Section of the school library.