



BLACON
HIGH SCHOOL

ASPIRE BELIEVE ACHIEVE

Careers Guidance Policy

VISION STATEMENT

We want Blacon High School to be a safe and caring place at the heart of our community, where everyone is valued and supported to aspire, believe and achieve beyond their potential.

Ratified by Full Governing Body: 15th February 2023

Next due for review: February 2024

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1. Careers Education, Information, Advice and Guidance Policy

1.1 Key people

The designated lead for Careers and CEIAG (Careers Education, Information, Advice and Guidance) at Blacon High School is one of the Assistant Headteachers, Miss R. Thomas. She will also work with a wider network of staff and external agencies to fulfil the school aims below. The named governor for Careers and CEIAG is Mrs Judith Gilmour.

1.2 Aims and rationale

We aim to raise aspirations, challenge stereotypes and encourage students to consider a wide range of careers. Through careers education and guidance, it is hoped that students will be encouraged to make the most of their talents and to go on to jobs or courses which suit their personality, interests, skills and abilities. We also need to recognise the rapidly changing labour market where jobs and careers will be created which don't yet exist. We aim to ensure our students make informed key choices that which will affect their future and also to help them become aware of their strengths, areas for development and interests in relation to the world of work. We want students to be lifelong learners who are continually reflecting and planning, using all the information available to them to make informed decisions and to be able to create opportunities for themselves.

CEIAG (Careers Education, Information, Advice and Guidance) is an essential component of our education offer which must address effectively the needs and aspirations of all our students.

We also intend our students to:

- Develop a broad understanding of the world of work with an ability to respond to changing opportunities.
- Develop independent research skills so that they can make good use of information and guidance.
- Develop and use their self-knowledge and awareness of their strengths, skills and personality, when thinking about and making choices.
- Develop the skills they need to review achievements, plan future actions, make decisions, present themselves well and cope with change and transition.

We are committed to:

- The provision of resources and advice to enable students to understand and develop career choices and to ensure that careers education is seen as part of the overall curriculum and learning framework for all year groups.
- Encouraging students to achieve and to be ambitious.
- Further involving students, parents and carers in the further development of careers work.

2. CEIAG provisions and evaluations

Blacon High School's CEIAG strategy has been developed and continues to evolve in line with the Gatsby benchmarks for ensuring best practice in order to meet the requirements of the Department for Education's statutory guidance, published in January 2018.

The Gatsby benchmarks are a framework of 8 guidelines for your school's CEIAG provision. Blacon High School's Careers Strategy is built around them.

The benchmarks are-

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

The school CEIAG action plan is produced using these 8 benchmarks as guidance. Good practice recommends the use of the Compass tool through the Careers and Enterprise Company and, using this, the school's success against the Gatsby benchmarks is measured and the results of this informs the next school CEIAG action plan.

3. Context

All our Year 11 students continue their Post-16 provision at a variety of colleges, 6th Forms, training providers and employers. The school currently has no 6th Form or FE provision for Post – 16 learners. The Baker Clause, having come into effect on the 2nd January 2018, stipulates that schools must ensure that a "range of education and training providers" have access to pupils from year 8 to year 13, so that they can be informed about what technical education and apprenticeship opportunities are available to them. We are fully compliant with this clause and offer impartial and independent CEIAG advice to all students which is furthermore in line with the CDI's Code of Good Practice (The Career Development Institute)

4. Provision

CEIAG is embedded in the school's PSHE programme and is delivered by designated PSHE staff at set times throughout the school year. Students follow schemes of work designed by a company called Cre8tive resources. Examples of these are on our website under the PSHE area and below -

- Careers and your future
- Transition points and your Life

- Personal Qualities and Skills
- Finding Careers Information
- Career Interests and Job Ideas
- Labour Market Information
- Exploring Careers
- Self Esteem and the Media
- Instagram Generation
- Employability Skills Practice
- Exploring a Pay Check
- Employment Rights
- Saving and Managing Money
- Employment + Financial Management
- CV Writing
- Exam Stress and Relaxation
- Students can also access the STEPs series of books through form time should this be requested.
 - STEPs are a series of individual student workbooks which take students through the stages of career planning from age 11, right through to planning post-18 options. The workbooks are progressive and are relevant to each year group. They cover a range of issues to help students to understand more about themselves, find out about careers and the world of work, and help them to plan for their future. They are also fully mapped to The Gatsby Benchmarks and CDI Frameworks
[https://www.prospectseducationresources.co.uk_\(15/01/21\)](https://www.prospectseducationresources.co.uk_(15/01/21))
- Year 9 students will take part in a 'Learn to Earn' day during the Spring term and this is a whole day with external providers where they will take part in sessions around 'Dream Lifestyle and Budgeting', 'what success means to me', Jobs directory searches, the cost of living and also 'Steps to Success'.
- Year 10 will all have the opportunity in the Summer term to visit Cheshire College South and West to take part in taster sessions of their choosing to experience life at college and what happens in those courses they may be interested in that are offered at the College.
- Year 10 will also take part in an assembly from Ask Apprenticeships to provide them with all the information they may require about Apprenticeships.
- Year 11 will have the opportunity to attend assemblies with our local Post – 16 providers; Coleg Cambria, Deeside 6th, Cheshire College South and West, LLS Sports, Christleton 6th Form, Chester Catholic High 6th Form and Queen's Park High 6th Form, Upton High School 6th Form.
- They will also have the opportunity to visit some of these providers to find out more about them.
- The Post – 16 providers named above will also be invited to a Year 11 Information Evening as part of a Careers Fair and parents and carers will therefore also have the opportunity to find more out about these providers. In addition to this, the Army and TTE engineering training will also be invited.

- Year 11 students will have the opportunity for a 1:1 Careers Guidance interview with Miss Thomas as part of their Careers Programme. Miss Thomas holds the Level 6 diploma in Careers Guidance and Development (Jan 2018) and this is a statutory requirement for the delivery of Careers Guidance to students. Mr D Hughes will also take part in these interviews and is currently enrolled onto the Level 6 course.
- All other students in Years 7 – 10 have the opportunity should they wish to, to engage with Careers advice and guidance.
- Enterprise activities in school
- Engagement with a variety of outreach activities – Humanutopia and Skills for Life, for example, through Higher Horizons.
- Information across the curriculum for all students regarding careers and subjects to support Gatsby Benchmark 4
- External providers working across a range of activities with students through The Pledge partnership.
- WEX. Our aim is to reintroduce Work Experience to Blacon High School for our Year 10 students.

5. Blacon High School: Provider Access Policy

See separate policy