



RIDGEWOOD
SCHOOL

Careers Education, Information, Advice and Guidance Policy

Revision Number : 6.0	
Approved by: Governors	Date Approved: July 2022
Last Reviewed: May 2022	Next Review by: May 2023

Contents

1. Context and entitlement.....	3
2. Rationale for CEIAG.....	4
3. Links with other policies	4
4. Student entitlement.....	4
5. Parent/Carer entitlement	5
6. Equality and Diversity.....	5
7. Place within the Curriculum and Tutorial/Support system	5
8. Related outside activities and opportunities	5
9. Monitoring and tracking of young people	5
10. Management.....	6
11. Staffing	6
12. Provision of external and Independent careers guidance	6
13. Other formal and informal partnerships	6
14. Information resources	6
15. Budget	6
16. Staff development.....	7
17. Monitoring, review and evaluation	7
Appendix 1	8
Appendix A: Student Entitlement	9
Appendix B: Parents Entitlement.....	10

1. Context and entitlement

<p>a</p>	<p>Context: The Education Act 2011 inserts a new duty, section 42A, into Part VII of the Education Act 1997, requiring schools to secure access to independent careers guidance for students in years 8-13. In light of new policy announcements in January 2018, Careers guidance will comply with the Gatsby Benchmarks and must be presented in an impartial manner and promote the best interests of the pupils to whom it is given. Careers guidance must include information on all options available in respect of 16-18 education or training, including apprenticeships and other work-based education and training options. Some of the “core” initiatives schools are now required to provide as part of this new initiative include:</p> <ul style="list-style-type: none"> • Gatsby Benchmark 1: A stable programme for careers provision, including a published strategy which demonstrates “how the school is responding to meeting the Gatsby Benchmarks” • Gatsby Benchmark 2: Provision for all pupils, by the age of 14, to “have accessed and used information about career paths and the labour market to inform their decisions on study options” • Gatsby Benchmark 3: A careers programme which addresses individual pupil needs, including taking into account the needs of pupils with special educational needs and disabilities (SEND) and those with specific barriers to success (such as disadvantaged young people) • Gatsby Benchmark 4: An approach which integrates careers guidance into the curriculum offer • Gatsby Benchmark 5 & 7: Regular “encounters with employers and employees” and “further and higher education” providers • Gatsby Benchmark 6: Providing students with first-hand experiences of the work place. • Gatsby Benchmark 8: The opportunity for all pupils to access “impartial personal guidance interviews with a qualified careers adviser whenever significant study or career choices are being made” • The requirement to have a named individual as the designated “careers leader” in each school by September 2018 <p>The CEIAG Policy should be read in conjunction with:</p> <p>Work Experience and Work Related Learning Policy</p> <p>Child Safeguarding Policy</p> <p>Equality and Diversity Policy</p> <p>Data Protection Policy</p>
<p>b</p>	<p>Aim: To provide outstanding careers education, information, advice and guidance in order to ensure that each young person has high aspirations and is fully prepared for their next steps in learning, training or employment beyond their time at Ridgewood School.</p>
<p>c</p>	<p>Commitment:</p>

	<p>To develop a whole school approach to CEIAG by providing a planned programme of activities within and outside the curriculum by:</p> <ul style="list-style-type: none"> • Providing a comprehensive curriculum programme relating to clear learning outcomes for careers education, defined by the ACEG framework • Allowing access for all students to independent and impartial careers guidance from an accredited external organisation • Ensuring support for all students to make a successful transition through tutorial and mentoring systems • Achieving a nationally recognised CEIAG Quality Award.
d	<p>Monitoring requirements: Monitoring to take place annually in July at the end of the academic year. Monitoring to be undertaken by the Senior Team and Governors. Any submissions for amendments and CEIAG recommendations to be submitted to the Governors.</p>
e	<p>Responsibility for monitoring and reporting: SLT Careers Lead and Named Governor. (see appendix)</p>

2. Rationale for CEIAG

“Ridgewood School have a role to play in supporting their pupils to make well informed and realistic decisions by providing access to impartial and independent information and guidance about the range of education and training options that are most likely to help young people achieve their ambitions.

The Education Act 2011.

3. Links with other policies

The policy for CEIAG supports and is itself underpinned by a range of key school policies such as:

Stated on page 3 of this policy.

4. Student entitlement

Ridgewood School has formed a partnership with Careers Inc. Ltd – an external, matrix accredited, independent and impartial careers guidance service, who will support students to aim high in their career goals and aspirations.

Teachers in school and staff from Careers Inc. will support students’ career development in a number of ways including:

- Information and discussion in lessons, Focus Careers Days and assemblies to help students make decisions about their future.
- Access to careers advisors in a variety of ways including individual meetings, drop-in sessions, learning pathway planning, enrichment activities and results days.
- Careers information and IT based careers programmes including the destinations platform Unifrog

- Information and updates on notice boards, plasma screens and websites, including the bespoke Progress Careers website, which is accessed via the school website.

Ridgewood School and Progress Careers use a bespoke tracking system to identify the needs of all students and arrange careers support. There are a number of initiatives in place to ensure access for all students including:

Career hot spots, Drop in sessions, Workshops, Enrichment activities, Self-referrals / Tutor referrals.

5. Parent/Carer entitlement

Parents have access to careers advisors in a variety of ways including:

- Through Individual meetings.
- Through drop-in sessions, learning pathway planning, reviews and results days.
- Through careers information and IT based careers programmes including Unifrog.
- Through information and updates on the bespoke Progress Careers website.
- Through information that is posted to parents and also via our Website, on twitter and plasma screens.

6. Equality and Diversity

We have a commitment to advancing and achieving equality of opportunity for all. This includes, students, parents/carers, associated persons, staff, governors and visitors.

We believe that all people are of equal value and in encouraging their progression we will promote equality of opportunity, celebrate diversity and challenge stereotypes.

7. Place within the Curriculum and Tutorial/Support system

The careers curriculum has been devised following the guidance of the ACEG National Framework for all year groups in core provision. This is supplemented by the following; programme of assemblies, PDP Time sessions and enrichment workshops (CVs, pathways, research and applications).

8. Related outside activities and opportunities

INSET for staff includes a number of outside agencies such as Progress Careers, local colleges and other providers.

On 'careers' days and career hotspots, a wide variety of companies and apprenticeship providers may also attend offering advice and guidance.

Ridgewood School may also organise specific events for parents/carers and students to provide specialist support.

9. Monitoring and tracking of young people

Ridgewood School has a responsibility to maintain a full and comprehensive tracking system that gives every student a RAG rating for intervention. Ridgewood School tracks intended destinations, courses and where students attend in the next academic year with further NEETS intervention. Ridgewood School maintain records of all CEIAG interventions and interviews. Agreements are in place with external Post 16 providers to inform Ridgewood School of students applying and attending their place of education. Progress Careers, staff may also support tracking of students in line with the Schedule 1 agreement with each school.

10. Management

The CEIAG Programme is planned and implemented by the nominated member of SLT as part of PDP Time to work closely with the staff, students, parents/carers and the wider community. This area is supported by a nominated link governor. Each school will have a named lead to co-ordinate day to day activities and be the main point of contact for Progress Careers staff. (see appendix).

11. Staffing

All staff contribute to CEIAG through their roles as tutors, subject teachers or achievement coordinators. Staff training is provided on a regular basis and updates are given in briefing. Staff are provided with guidance sheets, tutor handouts and option booklets. All staff have access to Unifrog and the bespoke Progress Careers website which includes specific staff information and resources.

12. Provision of external and Independent careers guidance

Independent and impartial careers advice and guidance is provided in partnership with Progress Careers. - an external, matrix accredited, independent and impartial careers guidance company, commissioned on behalf of Ridgewood School. The Progress Careers service to Ridgewood School is customised on an institutional basis and detailed in the Schedule 1 document. This is reviewed on a termly basis to meet changing needs. Students are also encouraged to access the National Careers Service via a link on the bespoke Progress Careers website and Unifrog.

13. Other formal and informal partnerships

Ridgewood School has a range of formal and informal partnership arrangements including with Post 16 providers, colleges, employers, HE and training providers.

14. Information resources

A range of careers information, in a variety of formats, is provided in the Library and our careers office so that it is accessible to all students. Resources are managed in each school to ensure that they are up to date and meet the needs of all students. The bespoke Progress Careers website and Unifrog also provides quality assured information and access to other approved websites and online resources.

15. Budget

Funding is allocated in Ridgewood School annual budgets planned in the context of whole school priorities and the Ridgewood School contract for external and impartial careers advice. Maximum use will be made of quality assured free at source material as the currency of careers materials is

very short. A nominated member of the SLT in the school will be responsible for the effective deployment of resources.

16. Staff development

All staff should have access to a minimum of 1 hour per year through CPD time to update themselves in relation to current developments in careers pathways. Specific needs are identified in conjunction with the school CPD co-ordinator and reviewed on an annual basis.

17. Monitoring, review and evaluation

Monitoring will take place on at least an annual basis, including an account of activities, a review of progress and an evaluation of pupil and parental response to provision in line with Schedule 1.

Appendix 1

Each school will ensure named individuals for each of the following roles:

Named Governor: Galit Sharpe

Named SLT lead: Michelle Charters



Appendix A: Student Entitlement

Investing in your Future

The careers education and guidance programme at Ridgewood School seeks to positively support you to acquire the educational, social and employability skills necessary for lifelong success in a diverse and changing world of work.

In partnership with CareersInc – ***an external, independent and impartial careers guidance service***– we will support you to aim high in your career goals and aspirations.

As a pupil at Ridgewood School you are entitled to a careers education and guidance programme which:

- ✓ Is personal to you and always puts your interests first.
- ✓ Motivates and inspires you to consider all opportunities open to you within and outside Ridgewood School.
- ✓ Helps you to gain the skills you need to make your career ambitions a reality.
- ✓ Provides the support you need to be successful.
- ✓ helps you access any additional support you might need.
- ✓ Is delivered by trained and qualified teachers and advisers, with up-to-date knowledge and understanding of career pathways and local labour market information.
- ✓ Protects and respects your personal information and shares it only with your consent.
- ✓ Always puts your interests first.

Together with staff from Progress Careers we will support your career development in a number of ways including:

- Information and discussion in lessons and assemblies to help you make decisions about your future.
- Activities and events such as careers fayres.
- Access to careers advisers in a variety of ways including individual meetings, drop-in sessions, learning pathway planning, enrichment activities and results days.
- Careers information and I.T based careers programmes.
- Information and updates on notice boards, Microsoft Teams (KS4) and plasma screens.
- The bespoke Progress Careers school website at <https://www.ridgewoodschool.co.uk/Unifrog>
- address)

Appendix B: Parents Entitlement

Investing in your Son/ Daughter's Future

Research has consistently shown that parents and carers are the most influential factor in students' decisions about the future. Your support and encouragement influences their choices, and the guidance you provide will be invaluable to their eventual achievements and career pathways. This might feel a little daunting...the jobs of the future may be very different from your own experiences and choices. In fact, they may not even be invented yet!

There are some very simple and practical steps you can take to support your child.

- Talk to them about their current educational attainment and estimated grades and encourage them to aim high (the skills shortages of the future will be in higher level jobs).
- Discuss where they want to be and research how to get there (lots of great resources in the School and on the internet).
- Use [Unifrog - The complete destinations platform](#), and the bespoke Progress Careers school website at [Ridgewood School Doncaster - Careers Information](#)
- Encourage them to seek out the advice and experiences they need to help them achieve their goals.
- Help them with the steps they need to take.

You are not alone in this! In partnership with Progress Careers - an external, independent and impartial careers guidance service; we will support your child to aim high in their career goals and aspirations.

Together with staff from Progress Careers we will support your child's career development in a number of ways including:

- Information and discussion in lessons and assemblies to help them make decisions about your future.
- Activities and events such as careers fayres.
- Access to careers advisers in a variety of ways including individual meetings, drop-in sessions, learning pathway planning, enrichment activities and results days.
- Careers information and I.T based careers programmes including Unifrog.
- Information and updates on notice boards, plasma screens and websites.

You are welcome to attend your child's careers meeting and we encourage you to contact Ridgewood School through the contact us button on the school's website or Progress Careers if you need any more help or information.