



The Grangefield Academy

Careers Education, Information, Advice & Guidance Policy

Name of Chair of Governors	John Copping
Date Approved	7th March 2018
Next Review Date	April 2019

1.0 Introduction

At The Grangefield Academy we are committed to ensuring that all of our students are prepared for post-16 progression. We aim to provide a range of aspirational and work related experiences to ensure improved life opportunities for each and every student. We understand our responsibility to guarantee that all of our students leave The Grangefield Academy with the appropriate preparation and skills required to secure a good job and fulfilling career.

2.0 Definition

'Careers guidance refers to services and activities intended to assist individuals of any age and at any point throughout their lives to make education, training or occupational choices and to manage their careers. The activities may take place on an individual or group basis and may be face-to face or at a distance (including help-lines and web-based services). They include careers information provision, assessment and self-assessment tools, counseling interviews, careers education programmes, taster programmes, work search programmes and transition services.'

Ofsted, 'Going in the Right Direction?' 2012

3.0 LMI

The Tees Valley is 'A major hub for process industries and advanced manufacturing: benefitting from recent major investment in innovative new technologies, such as subsea, biologics and energy from waste, the Tees Valley is an important location for UK manufacturing' *Tees Valley Strategic Economic Plan 2014*

The Tees Valley has an ageing population and higher than average youth unemployment, with the Tees Valley Combined Authority reporting that in Stockton in 2015, 6.6% of 16 - 18 year olds were NEET (not in Education, Employment or Training) compared to 6.4% in the Tees Valley and 4.2% nationally.

There have been a number of identified skills shortage areas with employers highlighting hard to fill vacancies within STEM sectors. There is the need to raise the profile and training within STEM subjects to meet demand from these key sectors.

Currently the Tees Valley is behind national average for higher level skills which has resulted in a shortage of appropriately qualified/skilled workforce however this has started to improve.

According to the Tees Valley Economic Assessment 2015/2016 there is an anticipated growth in sectors such as Advanced Manufacturing and Low Carbon, Business and

Professional Services and Logistics.

4.0 Rationale

Effective CEIAG is vital for all students to ensure a smooth and successful transition when leaving the academy, into adulthood and the workplace. We aim to provide a range of opportunities for all students to learn both about the various career and qualification pathways available to them and the world of work. We believe that quality CEIAG can encourage engagement and participation in learning whilst also raising attainment and supporting progression.

5.0 Responsibilities

Statutory Duty of the Governing Body

The statutory guidance for governing bodies (detailed below) is set out in the DfE 'Careers Guidance and Inspiration in Schools' framework, March 2015

The statutory duty requires governing bodies to ensure that all registered pupils at the school are provided with independent careers guidance from year 8 (12-13 year olds) to year 13 (17-18 year olds).

The governing body must ensure that the independent careers guidance provided:

- Is presented in an impartial manner
- Includes information on the range of education or training options, including apprenticeships and other vocational pathways
- Is guidance that the person giving it considers will promote the best interests of the pupils to whom it is given.

6.0 Academy

- To work closely with colleges, universities and providers to ensure that students are receiving a wide range of information about post 16 options.
- To provide quality impartial advice and guidance in the form of one to one interviews for all Year 11 students.
- Make students aware of online quality sources of information including National Careers Service and National Apprenticeship Service websites.
- To engage with local employers using the Careers Enterprise Company in order to offer students an insight into the workplace and quality employer engagement activities.
- Provide access to open days and taster events at further and higher education institutions.
- To promote STEM subjects and related work experiences/activities.
- To ensure parents and careers are given information and advice to help them to support their son/daughter.

7.0 Aims

- To provide impartial careers education, information, advice and guidance to all students.
- To prepare students for the opportunities and responsibilities of adult life.
- To ensure all students have an understanding of the world of work.
- To equip students with the knowledge and skills required for a smooth transition into their chosen post 16 pathway.
- To ensure students can access and use careers information to make informed choices.
- To raise the aspirations of all students and create a culture of increased motivation.
- Support inclusion, challenge stereotyping and promote equality of opportunity.

8.0 Commitment

The academy is committed to providing a planned programme of careers education, information, advice and guidance to all students across Years 7 – 11. Working with the local authority Youth Direction provision to ensure all students in Year 11 have access to individual quality, impartial advice and guidance. This provision is accredited to matrix standard and all Careers Advisers are qualified to at least level 6.

9.0 Monitoring, Review and Feedback

The CEIAG Co-ordinator will each year develop a CEIAG improvement plan. This will be done in consultation with the Vice Principal (with responsibility for CEIAG) and reported back to the Principal and Governors.

The overall CEIAG plan is a working document and is subject to change throughout the year to reflect the differing needs and opportunities for each year group.

The CEIAG Programme will be reviewed and evaluated in the following ways:

- Evaluations completed by students (or a representative percentage) of students for all one off activities or events.
- Annual review with Youth Direction Service to ensure the suitability of the provision.
- Regular monitoring of action plans created by students during 1 to 1 careers interviews.
- Youth Direction employed careers adviser managed by the Guidance and Participation Manager to monitor workload/provision.
- End of academic year evaluation with students to identify which activities have had an impact and where there could be enhanced provision.
- Monitoring of student application numbers to local colleges/providers at key points throughout the year.
- Destination and NEET data is used to inform the CEIAG programme.