



# SPAGHETTI BRIDGE

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

Policy Owner	Group Education Quality & Outcomes Lead
Applies to	This applies to all services.
Associated Documents	Relational Support Policy Equality Policy SEN Policy Curriculum Policy Child Protection & Safeguarding Policy Assessment Policy
Review Frequency	This will be reviewed every 2 years
Date of Implementation	December 2022
Review Date	February 2027
Approved by Chief Executive Officer	<div>Dan Alipaz</div> <div>_____ Dan Alipaz (Mar 7, 2025, 11:10am)</div>
Approved by the Chair of the Board	<div>Stephen Bradshaw</div> <div>_____ Stephen Bradshaw (Mar 6, 2025, 2:38pm)</div>

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### 1. Introduction

Careers guidance at our school plays a major part in preparing young people for the opportunities, responsibilities and experiences of adult life and helps them make a successful transition from school to adulthood. All students will access a relevant, meaningful and constructive careers education programme. We ensure that students, parents and carers are informed and prepared, in order to achieve aspirational next steps into further education, training or the world of work. Our aim is to ensure that by the time that our students are ready to transition out of our school they will have been provided with the relevant careers education, information, advice and guidance that prepares them for their next steps in education or employment.

### Aims

- To prepare students for the world of work and to develop the personal skills needed for success in the workplace.
- To provide students with the opportunity to explore the full range of pathways open to them in a fully supportive environment.
- To provide opportunities within the careers framework that will inspire students and raise aspirations allowing students to choose a career that is right for them and that will realise their full potential.
- To allow students to make informed decisions on future careers based on current labour market information.
- To develop personal characteristics. To improve self-esteem through contribution to wider society and the world of work
- To promote the wider potential of young people with additional needs by increasing awareness within the community..
- To support students to see learning and careers development as a life-long process
- To provide opportunities to work in partnership with industry experts, employers, training providers, local colleges and local businesses to provide opportunities to inspire students through real-life meaningful work experiences within the world of work
- To use our Enterprise Learning approach to deliver careers education

## Legal Framework

The careers provision at the Spaghetti Bridge is in line with the statutory guidance developed by the Department for Education which refers to section 42A and 45A of the Education Act 1997 and The Technical and Further Education Act 2017 inserts section 42B into the Education. This states that all schools should provide independent careers guidance from Years 7-13 including the services offered by the young person's local authority. This guidance should be:

- Impartial and not show bias towards any route, be that academic or technical
- Include information on a range of education and training options, including apprenticeships and technical education routes.
- Advice provided should be in the best interests of the young person
- Students should be able to access a range of education and training providers to inform them about approved technical education qualifications or apprenticeships.
- The name, email address of the school's careers leader will be available
- A summary of the careers programme, including details of how students, parents/carers, teachers and employers may access information about the careers programme

The Careers Education, Advice, and Guidance Programme is part of the wider Preparation for Adulthood curriculum, which is woven throughout each student's programme at every stage of their journey.

## 2. Scope

This policy applies to all students with a focus on those who would be in year 7 or above.

Careers guidance is seen as playing an important role in motivating our students, promoting equality of opportunity and maximising their academic and personal achievement whilst at school and beyond and has a high priority in this school.

All Students will have the opportunity to:

- Participate in a range of activities that are embedded through our Enterprise Learning curriculum. Our curriculum is designed to help students identify their employability strengths and the areas that may need developing and hook into the students interests and aspirations.
- Students take part in activities that provide them with the opportunity of exploring different careers and identifying the skills and attributes that would be needed to be successful in those careers
- Students participate in a wide range of Enterprise Learning projects that offer opportunities to develop entrepreneurial skills.
- Students focus on understanding employability and enterprise skills, understanding the need to manage risk in the context of financial and career choices.
- Students have the opportunity to engage in projects where they meet industry experts from different job sectors. Students have opportunity to meet experts at the school and out in their workplace

- Students will be provided with the opportunity to participate in IAG meetings with a professional external to the school. These professionals will also have the opportunity to meet with parents to discuss future career opportunities.
- Curriculum activities and events give the students the opportunity to develop their entrepreneurial skills.
- Be involved in creating their transition plan ensuring their aspirations are recognised
- Learn more about technical education qualifications and apprenticeship opportunities, as part of a careers programme which informs students of the full range of education and training options available to them at each transition point.
- Hear from a range of local providers about the opportunities on offer, e.g., technical education and apprenticeships – this can be achieved through group discussions, individual visits and taster events
- Understand how to apply to the full range of academic and technical courses available to them

### 3. Policy Statement

We will implement employer engagement opportunities across the school by

- Creating opportunities to support students to participate in meaningful work experience virtually, internally, externally supported or externally independently.
- Organising employer visits for individual students or groups of students
- Meeting with employers to develop opportunities
- Visiting careers fairs, employer engagement events
- Participating in mock interviews
- Exploring student aspirations identified in collaborative transition planning

We support all students to consider their future options, helping them to realise their potential and decide how their skills and experiences will fit with opportunities in the current and future job market. Through personalised programmes, we work collaboratively with all involved to shape clear and ambitious targets for students. All students will be better prepared for their preferred transitional pathway, whether that is into further education, employment, training or living.

Using The Gatsby Benchmarks as a framework, careers guidance at Spaghetti Bridge includes the following elements:

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. Experiences of workplaces
7. Encounters with further and higher education

## 8. Personal careers guidance from a qualified advisor

Careers guidance is seen as playing an important role in motivating our students, promoting equality and opportunity and maximising students' academic and personal achievement whilst at our school and beyond. Our CEIAG provision supports the wider agendas of attainment, achievement and participation in learning.

Our aim is to help students, through careers and work-related activities and employer interventions, to be able to:

- Develop their understanding of themselves in relation to future learning and employment opportunities.
- Learn and experience careers and the world of work.
- Develop their career management and employability skills.

### **This is achieved through:**

**Building relationships and engagement with employers and professionals:** Students will be provided with opportunities to meet with employers, professionals, and visit workplaces in order to enhance their understanding of the opportunities available to them in their future adult life.

**Creating links to continuing education providers:** The school will develop connections with continuing education providers within the area, such as further and higher education providers, apprenticeships, and supported internships. They will facilitate students to become aware of what is available through visits, tours, and speakers invited to the school.

**Provision of Independent Advice and Guidance:** Spaghetti Bridge works with a range of highly qualified independent CEIAG organisations to ensure that each student has careers guidance around their future.

**Current and future labour market analysis:** The preparation for adulthood programme is designed to align with the needs of the current and future labour market on the local and national level, ensuring that programmes of study match the needs of employers and businesses

**Transition Plan:** As students start to approach the time of their transition to a post school destination, it is important that our students' curriculum begins to focus more on deciding and preparing for a specific post-school destination. At this stage, each student will have a transition plan that details the steps needed to successfully transition to their life after leaving school.

**Family involvement:** Spaghetti Bridge schools work closely with families in order to enable them to understand the opportunities that are available for their children and have discussions with them about their future.

**Community engagement:** The curriculum of all students will involve connection to and engagement with the community beyond the school, both locally and more broadly, so that students learn how to connect to others and form lasting and meaningful relationships and interests beyond their school experience.

**Opportunities for local activism and cultural and artistic engagement:** The curriculum of the school will be linked to issues and events outside of the school, supporting students to develop a sense of responsibility and active citizenship, which students will explore further through answering the term's 'Driving Question'.

**Enterprise Learning:** Our curriculum, with its focus on real-world problems, practical experiences, and meaningful outcomes, means that all students will be continuously engaged with learning linked to life beyond the school through a sequenced PfA Curriculum offer that focuses on two pathways (CEIAG & Independent Living).

#### 4. Careers curriculum overview

The Careers Education, Advice, and Guidance Programme is part of the wider Preparation for Adulthood curriculum, which is woven throughout each student's programme at every stage of their journey.

The intention of the Preparation for Adulthood Curriculum at Spaghetti Bridge is to ensure that all students are prepared for life as adults in the modern world, including outcomes in the areas of employability and continuing education, independent living, friends, relationships, and community, and healthy living. The curriculum provides students with experiences of life outside the school and focuses on the skills, knowledge, and understandings that will enable them to apply the learning they have acquired in school to their life beyond the school.

The curriculum will increase their knowledge of potential career pathways and employability areas, educational courses and programmes available in their local area and beyond, activities and resources that will enable them to connect and engage in their local community, and the healthcare and healthy-living facilities that will enable them to maintain their mental and physical health.

More than enabling students to successfully achieve their aspirations, the Preparation for Adulthood Curriculum will support students to explore their aspirations and discover potential pathways of which they were previously unaware.



## 5. Roles & Responsibilities

### Implementation

Our school Careers Guidance Team is as follows:

#### The Head Teacher

The Head Teacher is responsible for:

- Providing explicit backing for the careers programme.
- Appointing an identified and appropriately trained person to be responsible for the careers programme.
- Ensuring that the careers programme is of a high quality and impactful
- Ensuring that the programme is reviewed frequently and forms a focus of the school development plan

#### Careers Leader (Identified Horizon Curriculum Coordinator)

The Careers Leader is responsible for:

- The development of a comprehensive careers programme for students. This includes coordinating activities such as career education, work experience, and providing information about post-school options.
- Overseeing the planning and delivery of careers guidance

- Ensuring that all required students have a transition plan in place which captures their aspirations
- Ensures that relevant meaningful work experience opportunities are provided and are impactful
- Ensuring that the external career advisor is providing impartial advice and support

## **Careers Advisor**

The careers advisor is an external professional responsible for:

- Offering impartial guidance and support to individuals in making informed decisions about their education, training, and career paths.
- Providing information about various occupations, educational opportunities, and training programs
- Helping students assess their interests, skills, and values to make choices that align with their personal and professional goals.

## **Teaching Staff**

The teaching staff are responsible for:

- Ensuring that students are given a clear understanding of their strengths, aptitudes and talents so that they are able to make informed and realistic decisions about their future career pathways.
- Contributing to the career learning and development of students in their different roles.
- Ensuring that industry experts are used to support projects in addition to supporting students to understand different employment opportunities

We recognise the importance of basing our approach to teaching, learning and assessment on evidence of what works in career education and guidance as well as what works for our students. We place great emphasis on creating rich learning environments and experiential learning opportunities. To support this the careers programme has been designed using the Gatsby Benchmarks.

## **6. Support, Advice and Communication**

Providers can speak to our careers lead, to discuss possible attendance at relevant events. We welcome organisations talking to our students and will consider all requests.

Providers are also welcome to leave a copy of their prospectus and other relevant course literature with the School Office.

The Head Teacher can be contacted to provide further information on CEIAG at the school.





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