



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

At LSA the CEIAG and Aspiration provision is one of six key areas within the More Than Grades Initiative. This is a fundamental part of the school improvement plan
“Developing each and every child beyond the classroom to improve outcomes for all.”

Aim

The aim of this policy is to raise aspirations, challenge stereotypes and encourage students to consider a wide range of progression routes and careers.

In addition we aim to develop CEIAG input to enrich the curriculum and to support the delivery of difficult content. For example by utilising our Industry links in lessons where industrial practical applications enable students to see the purpose behind problem content. A final key goal of our CEIAG provision is to motivate our students throughout both Key Stage 3 and 4 to strive to gain wider experiences than those provided in the classroom; to ensure they are well rounded individuals with valuable experiences, skills and talents to take with them when they leave LSA.

We aim to ensure our staff, pupils and parents have a keen understanding of the **7 Priority Areas** in Lancashire that offer the greatest opportunities for employment in the future. These include advanced manufacturing, construction, the creative and digital sector, energy & environmental technologies, financial and professional services, health & social care and the visitor economy (hospitality/tourism etc). (Please see ***“Our 7 Priority Areas for future employment”*** for more details)

We strive to achieve the **8 Gatsby Benchmarks** through the delivery of our Careers Programme and a wide range of CEIAG events.

1. Provide a stable careers programme
 2. Learning from 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
- We aim to deliver high quality, impartial careers guidance which helps all students make an informed choice about the path suits their academic needs and aspirations.
 - We will ensure all students are well prepared for the next stage of their education, employment, self-employment or training.

- We will help students to develop their confidence, so they are aspirational in their ambition and motivated to achieve each step in their planned education, training and career paths.
- We will ensure all students have opportunities to develop a range of skills associated with being successful in the world of work.
- We will ensure all students have opportunities to consider the world of work and their place within it.

Provision

CEIAG includes both education and guidance. CEIAG helps our students develop the knowledge and skills they need to make successful choices, manage transitions in the world of learning and move into the world of work. Through guidance students are able to use their knowledge and skills to make decisions about learning and work that are right for them. CEIAG is delivered through the Personal Development curriculum and is carefully planned with both lessons and Personal Development experiences, activities and visiting speakers. At LSA we have appointed a Head of Citizenship and Careers, whose role it is to support the Head of PSHE and the Careers Coordinator in producing and planning high quality Careers lessons (Living in the wider world) in both KS3 and KS4. These are delivered through the Personal Development curriculum which are carefully designed to include Citizenship, PSHE and RS.

Our Head of Citizenship and Careers in the classroom is [Hannah De Freitas](#). Our Head of PSHE is [Rachael Hoyle](#) and LSA's Careers Coordinator is [Jessica Peloe](#). These staff are supported by Deputy Headteacher (Personal Development) [Gill Clegg](#).

Through the **More Than Grades** strategy we offer a wide range of events in every half term, both in school and off site, that enrich the CEIAG provision for our students. We strive to make links between progression routes, careers and subjects within the curriculum and through assemblies and Personal Development events

Equal Opportunities

LSA is keen to promote equal opportunities and endeavour to use every opportunity to challenge stereotypes and raise aspirations. We are developing a database of alumni who offer a range of "myth busting" support to LSA, from simply sharing their career and life stories through Form Time assemblies and school presentations through to utilising their industrial networks to support CEIAG provision. Our yearly International Women's day panel consists of 5 to 7 speakers from a wide range of industrial and professional backgrounds. In recent years these have included women working at the top of their field in Nuclear Industries, The Armed Forces, The Police, Acting, Manufacturing, Media, Hospitality and Engineering.

Monitoring, review and evaluation

The CEIAG provision is audited termly by Inspira and students' experiences and outcomes are monitored and reviewed termly using Compass+.

Resources

The Careers Coordinator is based in the Aspiration and Careers Centre in the heart of our new school building. Staff are supported to be pro-active and work closely with students in all More Than Grades areas. An independent Careers Advisor delivers interviews on a 1:1 basis. Our Pupil Premium including CLA, SEN and EAL students are a priority for this support.

Students and parents or carers/guardians are encouraged to engage with careers provision through events, regular communication on social media, the school website and a CEIAG newsletter. Parental involvement is highly valued and is an intrinsic part of key Careers input including Year 10 Prefect interviews, Year 11 Mock Interviews and Alumni activities.

Policy updated in May 2023 by Gill Clegg

Contacts

For further information on the CEIAG provision at LSA please contact our Careers Lead:

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Or Jessica Peloe (CEIAG Support Officer) Jessica.peloe@lythamhigh.lancs.sch.uk

Main school number 01253 733192

Associated policies: Curriculum statement, Provider Access Policy Statement.

Governor	Date
Signature	Date

Careers Coordinator	Date
Signature	Date

Date of next review: May 2024