



OAKFIELD ACADEMY

BELIEVE AND ACHIEVE

Careers Guidance 2021-22

This is a STATUTORY policy
Recommended for review by Quality of Education Committee every year

Written/

Reviewed by: SLT

Approved by: Quality of Education Committee

Ratified on: May 2021

Next review due: May 2022

Careers Education Information Advice and Guidance (CEIAG)

Introduction

Oakfield Academy is committed to providing a planned Careers Education Information Advice and Guidance (CEIAG) programme for all pupils using a variety of vehicles and methods. CEIAG is important to the Academy's overarching ethos and aims.

A young person's career guidance will aid their pathway through learning and into the world of work. Here at the Academy, we are the starting point for that journey before they move on into Key Stage 4 and 5. All young people, regardless of their race, sex or academic abilities need a planned programme of activities to help them make decisions and plan their careers, both in school and after they leave. The 2011 Education Act places a duty on the academy to give all pupils access to careers education and impartial information, advice and guidance. CEIAG at Oakfield Academy aims to help pupils develop a positive self-image, increase self-confidence and raise personal aspirations. The Academy strives to provide appropriate guidance, up to date information and a range of opportunities to support pupil's development at key points throughout their education. The CEIAG programme aims to prepare pupils for the ever changing opportunities, responsibilities and experiences of adult life and equips them with the skills to manage the choices, changes and transitions ahead of them. In conjunction with their next provider, we use the Gatsby Benchmarks to evaluate our programme from Year 5 to 8:

Gatsby Benchmarks

1 A STABLE CAREERS PROGRAMME	2 LEARNING FROM CAREERS 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

Objectives

Pupil Needs

The CEIAG programme is designed to meet the needs of all pupils at Oakfield Academy. The programme ensures progression through activities that are appropriate to the pupils' stages of career learning, planning and development. All pupils are provided with impartial advice and guidance on what possibilities exist beyond their formal educational journey and how they might best access these pathways.

Curriculum

Through a variety of activities and events in PSHE lessons, thinking skill afternoons, Tutor times and experiential days, pupils are introduced to the world of work and career guidance. Each departmental area is encouraged to contextualise their subjects allowing for pupils to see how they could possibly use the skills being learned in the wider world and in which sector of employment. Pupils in Key Stage 3 are also offered the opportunity to work with universities through external visits and projects, allowing them to build a picture of what journey they may choose to go on after compulsory education, no matter what their background.

Staffing

All teaching staff are expected to contribute to the CEIAG programme through their roles as tutors and subject teachers. As well as non-teaching staff such as Teaching Assistants, support staff can also contribute to the programme. The CEIAG programme is monitored, reviewed and evaluated by the Heads of Year and Heads of Department, over seen by members of the senior leadership team.

An example of how the CEIAG programme may run at Oakfield Academy, however we are aware that due to increased opportunities and offers from local community members this is likely to change. Some of these are still to be completed fully due to time that some pupils have spent away from face to face learning. To support those whilst away from the classroom use in KS3 of <https://www.careerpilot.org.uk/> has allowed pupils to engage with the CEIAG curriculum.

	AUTUMN	SPRING	SUMMER
5	<p>Who can I help? Learners thinking about the skills they have and how they can be used (now and in the future)</p>	<p>Inspiration and those who may inspire you.</p> <p>Life without Stem. Transport</p>	<p>My life Journey Where will I be at 21 and 45.</p> <p>Links between jobs and money. Barclays money sense.</p>
6	<p>What are my Qualities? Looking personality qualities and skills and matching them to jobs.</p> <p>My Ideal Job. Identifying ambitions and ways to achieve them.</p>	<p>The job game Exploring different jobs</p>	<p>Life without STEM Personal communications.</p> <p>What affects my choices about money? Barclays money sense</p>
7	<p>The job interview. To gather information about careers and jobs from real people.</p>	<p>Career Pilot Interactive online platform to be completed in computing</p> <p>Life without STEM Technology</p>	<p>How does money affect my feelings? Barclays money sense</p> <p>Assembly from Bath Spa Staff looking at revision and exams</p>
8	<p>The equal pay debate. Looking at salaries and money</p> <p>GSCE TASTER SESSIONS delivered by Frome College over 4 weeks</p> <p>BATH Spa One hour workshops looking at careers with Bath Spa</p>	<p>Writing a CV</p> <p>BATH UNIVERSITY Aspirational trip and work shop</p> <p>Looking at different types of careers and jobs and discussing 'what is a Career?' (3 lessons)</p>	<p>How to plan a simple Budget Barclays money sense</p> <p>Life without STEM Domestic energy</p> <p>'THEME PARK' exercise. Looking at job opportunities in 'one' company</p>