



USH Careers Guidance Policy

Prepared By:	Carey Anderson		
Approved By:	USH LGC	Date:	Date: June 2025
Start Date:	Date: June 2025	Review Date:	Date: June 2026

1. Purpose and Intent

The careers policy is underpinned by the following legislation:

- DfE Careers guidance and access for education & training providers- Statutory guidance for Schools. (January 2023)
- The Education (Careers Guidance in Schools) Act 2022 (came into force 1st September 2022)
- Section 42A (amended by above Act 2022) ,42B,45 & 45A of the Education Act 1997
- Section 72 of the Education and Skills Act 2008
- Schedule 4 (15) of the School Information (England) Regulations 2008

a. Intent of the Careers/IAG policy

The September 2022 'Careers Guidance and access for education and training providers' states the following:

“High quality careers education and guidance in school or college is critical to young people’s futures. It helps to prepare them for the workplace by providing a clear understanding of the world of work including the routes to jobs and careers that they might find engaging and rewarding. It supports them to acquire the self-development and career management skills they need to achieve positive employment destinations. This helps students to choose their pathways, improve their life opportunities and contribute to a productive and successful economy”.

At Upper Shirley High we seek to maximise the life chances of all our young people. We aim to prepare our students for life beyond school. It is important that all students leave USH with self-awareness, awareness of opportunities available to them and the ability to make life decisions.

In line with the Education (Careers Guidance in Schools Act) independent careers guidance is offered to students from Year 7 to Year 11.

- b. CEIAG at Upper Shirley High is intrinsically linked to the school motto of Learning without Limits and integral to the ethos of the school 'Believe, Respect, Succeed'. The aim is to raise expectations of future life, encourage students to consider a wide range of career options and given each student the tools to make informed decisions regarding their own life-long-learning and career development. All students are encouraged to attend whole school careers activities and events. Reasonable adjustments for students with SEN needs are made to ensure inclusion to the program.

The provider access legislation (January 2023) gives detail on the number of 'encounters' pupils should have with providers of technical education at KS3 and KS4 and the minimum content that these activities should include. An extended statutory CEIAG entitlement applies to pupils in Years 7-11 (previously Years 8-11) from September 2022 as a result of changes made by a private members Bill which became the Education (Careers Guidance in Schools) Act 2022. As part of this commitment to



informing students of the full range of learning and training routes available, we consider requests from training providers, vocational education and apprenticeship providers to speak to students and we will also approach these partners ourselves when planning and organising key CEIAG events throughout the school year.

Any business, college or independent training provider wanting to provide information to students should contact Carey Anderson, Careers Lead on 02380 325333 or via email carey.anderson@ushschool.org

2. Curriculum Implementation:

- a. The careers programme is underpinned by the eight Gatsby benchmarks of Good Career Guidance identified in the Good Career Guidance report. <https://www.gatsby.org.uk/education/focusareas/good-career-guidance>
- b. A range of STEM activities take place including LifeLab visits, Meet the Professional and Ask the Professional. Presentations by a range of apprenticeship providers including PETA, Kiwi, SETA and SCC.
- c. We are committed to providing a programme of Careers Education, Information and Guidance (CEIAG) for all students in Years 7 – 11. The programme is delivered in partnership with a variety of organisations including FE, HE and Training Providers, Employers, Voluntary, Mentoring and the Southern Universities Network (SUN). Partnership Agreements are updated on an annual basis.
- d. The school's Careers Adviser, Carey Anderson can be contacted via email carey.anderson@ushschool.org and the Careers Co-ordinator, Rachel Mays via email rachel.mays@ushschool.org
- e. The National careers service is referenced during 1:1 guidance interview to enable students to gain further information about careers. They are also signposted to links on the website. **LINK**
- f. Additional careers websites including [Bit.ly/FlyingStartSouthampton](http://bit.ly/FlyingStartSouthampton) [Apprenticeships](http://www.apprenticeships.gov.uk) and [UCAS](http://www.ucas.ac.uk) can be found on the school website <http://uppershirleyhigh.org/careers>
- g. The school's Careers Lead Carey Anderson can be contacted via email carey.anderson@ushschool.org. Please refer to the [school website](#) for the Careers Education link governor.

3. Leadership & Management – Monitoring of effectiveness of the policy and school practice

- a. The careers program is monitored and evaluated by the Careers Leader is responsible for the Careers Programme, supported by Senior Leadership and the Link governor. The policy is reviewed annually through discussions with Line Manager, Senior Leadership, Link Governor, Teachers, Tutors, HOY, Student and Parent Evaluations.
- b. The role of the Lead Governing Body is to take a strategic interest in careers education and guidance and encourages employer engagement. Oversee the arrangements as set out in the 'Careers guidance and access for education and training providers, advice and guidance on which the school or college leader can base a strategic careers plan which meets the legal or contractual requirements of the school.

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- c. Evaluation of the careers program is taken via annual surveys carried out by teachers, students, parents, and partner organisations to guide the evaluation of the programme and subsequently inform necessary changes that need to be made.
 - d. Should someone wish to raise a question, concern, or complaint about CEIAG they should contact Carey Anderson (Careers Lead) in the first instance carey.anderson@ushschool.org
 - e. School destination data can be found on the school website: