



Walton Hall Academy

Careers, Education, information, Advice & Guidance (CEIAG) Policy

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Walton Hall Academy Careers Policy 2023/2025

This policy statement outlines Walton Hall Academy's arrangements for managing provider access to students to inform them about available education or training opportunities.

This policy complies with legal obligations under Section 42A & 42B of the Education Act 1997, commonly known as the 'Baker Clause' or provider access policy, and the statutory guidance on Careers Guidance and access for education and training providers issued in January 2023. It has been developed with reference to DfE guidance on statutory expectations for governing bodies, school leaders, and school staff.

Policy Details

In line with Sections 42A & 42B of the Education Act 1997, Walton Hall Academy's governing body ensures that all registered students receive independent careers guidance from Year 7 (ages 11-12) to Year 13 (ages 17-18). The independent careers guidance provided must:

- Be presented in an impartial manner, showing no bias or preference toward a particular institution, education, or employment option.
- Include information on the range of education or training options, including apprenticeships, T Levels, and technical education routes.
- Be focused on promoting the best interests of the students.

Implementation

Our students participate in Key Stage 3, Key Stage 4, and Key Stage 5 visits to educational providers and local training institutions. We actively encourage providers to visit Walton Hall Academy to promote their training courses (providers should contact the school's Careers Leader). Each year, we host a "Preparation for Adulthood" evening to facilitate student engagement with post-16 and post-18 pathways. Additionally, an external Level 6-qualified careers advisor provides guidance for our Key Stage 3, Key Stage 4, and Key Stage 5 students.

To ensure compliance with the updated statutory guidance, Walton Hall Academy provides students with at least six encounters with a range of providers of approved technical education qualifications or apprenticeships

by the end of Year 11 and at least two encounters during Year 12 or 13. These encounters aim to inform students about options that support their career aspirations and progression.

Gatsby Benchmarks

The DfE statutory guidance emphasizes using the Gatsby Benchmarks as a framework for developing high-quality career guidance. Walton Hall Academy's career program aligns with these benchmarks:

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 guidance.

How We Measure Progress

Walton Hall Academy utilizes the Gatsby Benchmarks Compass+ tool to monitor progress and implement best practices. Please refer to the Careers Curriculum Tab on the school website for an overview of activities.

Career & Labor Market Information

Students and parents can access information regarding careers through various channels. For discussions on post-16 and post-18 pathways or other

education and employment matters, parents are encouraged to contact the school's Careers Leader or Transition Lead.

Available Resources

We provide up-to-date information within the school (including leaflets and a careers display board). Employer visits are scheduled termly, and we recommend these websites for further information:

- National Careers Service: <https://nationalcareersservice.direct.gov.uk>
- Panjango: <https://panjango.online/>
- Staffordshire Connects: <https://www.staffordshireconnects.info>

Staff Training & Development

The Careers Leader participates in network meetings and undertakes relevant training as part of the school's professional development and appraisal system. The Careers Leader is part of the Staffordshire and Stoke-on-Trent Careers Hub, where the latest labour market information (LMI) is shared, and best practice is highlighted.

Monitoring, Review, and Evaluation

The careers programme is monitored through three assessment rounds annually, with accreditations linked to the IAG/employability curriculum. We track and publish destination data, focusing on employability and educational pathways. Staff performance management objectives are connected to employability, enterprise, IAG, and the work experience programme.

Walton Hall Academy Careers Programme 2023-2025

- Weekly or block work experience for Year 11 and post-16 students.

- Employability and Enterprise sessions accredited through BTEC Level 1 qualifications as part of the Walton Hall Academy curriculum.
- Employability and Enterprise sessions aligned with the Futures Curriculum, including IAG sessions embedded throughout the school.
- Weekly vocational offsite placements for students in areas such as catering, horticulture, and digital skills.
- Sector-specific employer visits covering hospitality and catering, digital, construction, and care.
- Student enterprise programme involving school-based roles to develop practical skills.
- Termly career talks covering various sectors.
- Whole-school Enterprise and Careers Day, featuring local business partnerships.
- Unifrog Careers programme embedded in Key Stage 5 to develop essential employability skills.
- Annual Next Steps event, showcasing post-16 and post-18 opportunities.
- Annual Level 1 qualification programme to develop financial literacy from charity MyBnk.

For more information, visit the Careers curriculum map on the school website or contact the school's Careers Lead.

Contact Information:

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Policy Review Information

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