

Careers Programme – Rye Hills Academy

We have a designated CEIAG team who lead, co-ordinate and monitor the quality and delivery of our careers programme:

- **Careers Leader** (Strategic) - Mrs J Haslam, Assistant Headteacher
- **Careers Leader** (Operational) - Mr A Keys, Teacher of Maths

Introduction:

Careers guidance is as much about inspiration and aspiration as it is about advice. Careers education, information, advice and guidance (CEIAG) should prepare young people to be able to make informed choices about their career pathways.

Schools have a statutory requirement to secure independent and impartial guidance for Years 8-13 (years 8-11 at Rye Hills). This includes managing the access for providers to pupils at the Academy, for the purpose of giving them information about the provider's education or training offer. This complies with the school's legal obligations under section 42B of the Education Act 1997.

Commitment:

The Academy has a CEIAG programme that is structured and stable.

The Academy is committed to ensuring that the CEIAG advice students receive is:

- Impartial
- Varied (a range of education or training opportunities, including apprenticeships)
- In the best interests of the students
- Meets the needs of the students

The Academy works alongside several providers (see separate document regarding provider access)

Key aim – to ensure that the careers provision meets the requirements outlined in the Gatsby benchmarks

Benchmark	Description
1. A stable careers programme	Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers and employers.
2. Learning from career and labour market information	Every pupil, and their parents, should have access to good-quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.
3. Addressing the needs of each pupil	Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school's careers programme should embed equality and diversity considerations throughout.
4. Linking curriculum learning to careers	All teachers should link curriculum learning with careers. For example, STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.
5. Encounters with employers and employees	Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.
6. Experiences of workplaces	Every pupil should have first-hand experiences* of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities and expand their networks.
7. Encounters with further and higher education	All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.
8. Personal guidance	Every pupil should have opportunities for guidance interviews with a career adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but should be timed to meet their individual needs.

Curriculum Learning:

- Each subject area embeds careers within the curriculum.
- Careers is embedded within the extended form time World Ready curriculum.
- CEIAG Assemblies take place throughout the year.
- Drop down morning.

Additional Events:

Year	Provision
7	Assembly: An Introduction to Careers
8	Assembly: An Introduction to Careers
9	Assembly: Career Ready – Learning from the Labour Market Destination Success – Theatre performance by NECOP Future Me highlighting post-16 options to help students prepare for choosing KS4 Options. Careers Fair – an opportunity for students to meet a wide variety of post-16 and post-18 providers and employers.
10	Assembly: Work Experience Careers Fair - an opportunity for students to meet a wide variety of post-16 and post-18 providers and employers. College Taster Day – an opportunity to attend a full day of taster sessions at the college of their choosing. CV writing & employability drop ins – lunch time events providing opportunities for students to have guidance in writing CVs, applications, interview skills etc. Making Opportunities Day: A full day of workshops on interview skills, CV writing skills, mock interviews, Further Education, Labour Market Information, Higher Education, Apprenticeships and a local employer. Work Experience - 5 days on work placement.
11	Assembly: Post-16 Choices Careers Fair - an opportunity for students to meet a wide variety of post-16 and post-18 providers and employers. CV writing & employability drop ins – lunch time events providing opportunities for students to have guidance in writing CVs, applications, interview skills etc. Information and Guidance Sessions - One to one meeting with a career's adviser Provider drop ins – lunch time events, either as stalls or application & information sessions. NCS – Introduction to the National Citizens Scheme summer programme.