

Introduction

Rationale

A young person's career reflects the progress they make in learning and work. It is part of the vision and mission of the Academy that all students need a planned programme of activities to help them choose post 16 pathways that are right for them and to be able to manage their careers, sustain employability and achieve personal and economic wellbeing throughout their lives.

Commitment

Oasis Academy Immingham recognises that it has a statutory duty to provide CEIAG in Years 7-11 (1997 Education Act, 2003 Education Regulations) and to give students access to impartial careers information, education and guidance (2018 Careers Guidance and Access for Education and Training Providers). It is committed to providing a planned programme of impartial CEIAG in partnership with the local YPSS Careers Service; and to provide extra support as required for learners with additional needs.

Development

This policy was developed and is reviewed annually in discussion with teaching and non-teaching staff, students, parents, Academy Councillors, advisory staff and other external partners e.g. Enterprise Partner and YPSS Careers Service.

Links with other policies

The policy for CEIAG supports the Academy in the deliverance of its statutory duty of CEIAG and is itself underpinned by a range of key Academy policies; especially those for teaching, learning, assessment, recording and reporting progress/attainment, citizenship, work related learning and enterprise, equality and diversity, LAC and SEND.

Objectives

Student Needs

The careers programme is designed to meet the needs of students at the Academy. Activities are differentiated and personalised to ensure progression in their career earning and development, and to strengthen their motivation, aspirations and attainment at the Academy.

Entitlement

Students are entitled to CEIAG which meets professional standards of practice which is guided by trained qualified Level 6 staff and is person-centred. This advice is impartial and confidential. Activities will be embedded in the curriculum and based on a partnership with students and their parents/carers. The programme will raise aspirations, challenge stereotyping and promote equality and diversity.

Implementation

Management

Brian Bendall from YPSS Careers helps co-ordinate the careers programme alongside Adam Burton as Careers Leader and is responsible to the Academy Leadership Team. This area is supported by a link Academy Councillor.

Staffing

All staff contribute to CEIAG through their roles as Tutors and Learning Tutors. Specialist sessions are delivered through specially timetabled events in conjunction with outside partners. The CEIAG programme will be planned, monitored and evaluated by the Careers Leader in consultation with the Academy Leadership Team.

Curriculum

The careers programme includes careers education sessions, career guidance activities (e.g. group work and individual interviews), information and research activities, work-related learning and individual learning planning/portfolio activities. Careers focused activities are part of the Academy's curriculum. Other focused events, e.g. higher education/careers fairs offer practical encounters with employers as do external employer/employee visits.

Assessment and Accreditation

Students are actively involved in the planning, delivery and evaluation of activities.

The intended career learning outcomes for students are based on the Careers Education Framework 7-19.

Partnerships

An annual Service Level Agreement is negotiated between the Academy and YPSS Careers which identifies the contributions to the programme that each will make. Other links are being developed, e.g. with local 14-19 partners and local employers and this includes an Enterprise Partnership.

Resources

Funding is allocated in annual budget planning in the context of Academy priorities and particular needs in the CEIAG area. The Academy Leadership Team are responsible for the careers budget. Sources of external funding for activities are actively sought.


Staff Development


Staff training needs are identified in conjunction with the Academy CPD Coordinator. The Academy endeavours to meet training needs within a reasonable period of time.

Monitoring, Review and Evaluation

The Service Level Agreement with YPSS Careers is reviewed termly. The programme is reviewed annually by the Careers Leader and the Careers Advisor, in conjunction with the Academy Leadership Team, using the Inspiring IAG standards for CEIAG to identify areas for improvement. A report is submitted to the Academy Leadership Team and Academy Council. Evaluation of different aspects of CEIAG is undertaken regularly.

Approvals

- Principal Signature: 
- Date of Principal Signature: 3-9-18

- Chair of Academy Councillor Signature: 
- Date of approval of Academy Council: 3-9-18

Date of next review: Sept 2019