

1. Title **Policy for Careers Education, Information, Advice and Guidance (CEIAG)**

2. Introduction

Rationale for CEIAG
Introduction

A young person's career is their pathway through learning and work. All young people need a planned programme of activities to help them make 14-19 choices that are right for them and to be able to manage their careers throughout their lives. Schools have a statutory duty to provide careers education in Years 7-13 and to give students access to careers information and impartial advice and guidance.

Commitment

North Birmingham Academy is committed to providing a planned programme of Careers education for all students in Years 7-13 and impartial information, advice and guidance at all times. The academy will follow all policies and regulations as outlined in the Careers Statutory Guidance for Schools (January 2018)

Development

This policy has been developed and is reviewed annually through discussions with the Headteacher, Senior Leadership Team, Careers Leader, teaching staff and the academy GRD.

Links with other
policies

This policy supports and is underpinned by key school policies including those for teaching and learning, assessment, recording and reporting achievement, citizenship, PSHE, work related learning and enterprise, equal opportunities and diversity, health and safety and special educational needs. It forms a significant part of the academy development plan

3. Aims

The Careers programme is designed to meet the needs of North Birmingham Academy students. It is differentiated and personalised to ensure progression through activities that are appropriate to the student's stages of career learning, planning and development

- Increased awareness of all opportunities that exist in the world of work.
- Develop high aspiration of ALL Students.
- Enhanced Self-Awareness. Being aware of personal skills and qualities and how these are relevant to future career choices.
- Ease of transition for students Post 16 and 18
- Development of interpersonal and social skills needed for finding employment and for working with others.
- Students being better informed to enable them to make use of careers support agencies.
- Students being able to relate to the world of work by bridging the divide between school and work to realistically assess the nature of their eventual participation in it.

Entitlement

Students at North Birmingham Academy are entitled to careers education and guidance that meets professional standards of practice that is person centred, impartial and confidential. It will be integrated into students' experience of the whole curriculum and be based on a partnership with students and their parents or carers. The programme will promote equality of opportunity, inclusion and anti-racism and will also follow the 8 Gatsby Benchmarks as outlined in the Careers Statutory Guidance of January 2018.

4. Implementation

Management

Heather Walsh, Assistant Headteacher, is responsible for the Careers curriculum

Staffing

All staff contribute to careers education and guidance through their roles as tutors and subject teachers. Specialist sessions are delivered by the PHSE team. The careers programme is planned, monitored and evaluated by the Careers Leader and contributions are made by staff, students, parents and the GRD.

Curriculum

The careers programme includes careers education sessions as part of a PHSE programme in years 7-13, career guidance activities (group work and individual interviews), information and research activities, work-related learning (including one weeks' work experience for year 10 and mandatory week for year 12)

All students in year 11 and 13 or who have an EHCP plan will get a one-one CEIAG interview plus a tailored action plan to reflect learning and decision making. Students are actively involved in the planning, delivery and evaluation of activities.

Partnerships

A partnership between North Birmingham Academy is ongoing with many schools in the local area. There are also a variety of partnerships with Higher Education Institutions for Post-16 and Post 18 students. The Academy also has a partnership with TITAN Group, CEIAG Local Council Network and local community. North Birmingham Academy is now a primary member of the Birmingham Careers Hub with the Careers Enterprise Company.

North Birmingham Academy is partnered with TARMAC as a result of the relationship the Academy has with the Careers Enterprise Company. They supply the Academy with an Enterprise Advisor to help support the Careers curriculum and CEIAG programme.

North Birmingham Academy has a partnership with Amazing Apprenticeships (Work Pays; ASK) to encourage better understanding of apprenticeships. North Birmingham Academy is an Apprenticeships Champion.

North Birmingham Academy is partnered with the #BeReady Programme helping KS3 students to build a portfolio of online skills in time for year 10 when they have the option of work experience.

From May 2021, North Birmingham Academy has a partnership with LIVE LEARN, a company who have created a live learning page for the Academy to promote its own careers programme to the students and parents.

From September 2021, North Birmingham Academy will partner with Skills Builder Programme. This is a one-year contract but will supply the Academy with all PHSE and Form based careers activities and twice annual CPD sessions.

Resources

Funding for the Careers programme is allocated from the main school budget and is planned for in advance of the next academic year. It is planned around the context of whole academy priorities and particular needs in the CEIAG area. Dee Long is responsible for the effective deployment of resources.

Staff
Development

Staff training needs are identified as part of the Academy Development Plan. The Academy will endeavour to meet training needs within a reasonable period of time. The curriculum and development team are available for support with the Careers programme.

Notice for 2020-2021 Academic Year: COVID -19 Amendments

The Careers and Employability Policy at North Birmingham Academy has evolved throughout 2020/2021/2022 academic years as a result of the Coronavirus situation. Many of the planned activities have been cancelled or postponed in 2020 2021 for the safety of the students and staff. As the person responsible for the Careers programme, Dee Long will, where possible, provide the Careers Curriculum and its contents in a virtual capacity using on-line digital resources and materials to replace face to face or personal activities, trips and/or events.

5. Monitoring, Review and Evaluation

- This takes place through:
- Lesson observations and learning walks
- Student voice
- Evaluation of work experience by students and employers
- Partnership agreements are reviewed annually
- Feedback from parents, employers, stakeholders, staff and students.

Appendix 1 Entitlement statement

Approvals:

- Signature:
- Pete Kirkbride (Regional Education Director)