



Alternative Provision Service

(Encompassing the 3 PRU Bases, Launchpad Tuition, and Launchpad Alternative)

CAREERS EDUCATION, INFORMATION, ADVICE & GUIDANCE (CEIAG) POLICY 2021

Vision

To provide a high quality, personalised educational experience that meets learners' needs and leads to success for all.

Mission

A positive and inclusive community where young people are encouraged to achieve high standards of progress and succeed in a supported, safe environment.

Our Values / Principles

Individuals Aspirations Raised
New Experiences
Safety and Support
Personalised Programmes
Individuals Feeling Valued
Respect
Excellence in Learning

Approved by: PRU Management Committee **Date:** 15/03/2021

Last reviewed on: 15/03/2021

Next review due by: March 2022

RATIONALE:

Careers education and guidance programmes play a major part in helping young people choose programmes that suit their interests, abilities and individual needs. A robust careers programme helps avoid disengagement, puts school learning into a wider and more relevant context, and helps raise aspirations.

This Careers programme will support our students to plan and manage their careers effectively, ensuring progression which is ambitious and aspirational. It will promote equality of opportunity, embrace diversity and challenge stereotypes. The policy will be guided by the Gatsby benchmarks and conform to statutory requirements.

CONTEXT

From September 2013, The Education Act of 2011 placed schools under a duty to ensure that all registered pupils in Years 8-13 have access to independent, accurate and impartial information advice and guidance. Schools are free to make arrangements for careers guidance which best suit the needs of their students, engaging where appropriate with independent providers.

COMMITMENT

The Alternative Provision Service is committed to providing a planned programme of careers education, information, advice and guidance for all students referred from mainstream school in Years 7 to 11. The details of the service provided will be published on the Launchpad website and can be viewed by students, parents and carers as well as employers, partners and education/careers providers. The programme is guided by the Gatsby benchmarks for ensuring best practice. The Alternative Provision Service is keen to work in accordance with the Government's recommendation that "*all schools should work towards a quality award for careers education, information, advice and guidance as an effective means of carrying out a self-review and evaluation of the school's programme.*"

Our service provides a range of opportunities which encompass the vocational sector, naturally linking education and industry. Our aim is to work in partnership with a provider of independent and impartial advice (Careers Connect) to explore growth sectors in the region, as well as raise awareness of opportunities in the current labour market and preparing students for these career experiences.

Tracey Harvey Teacher in Charge at Launchpad KS4 will work with Senior Management and Careers Connect to devise a programme to work across the three bases at KS3, KS4 and Tuition. This will include a range of opportunities including careers interviews, mock interviews, apprenticeship days, employability skills and meaningful employer encounters as well as exploration of careers within the curriculum for years 7-11.

Careers and Employability within the Curriculum

The current programme at Launchpad KS4 and the Beacon is delivered through a combination of methods which includes targeted work within PSHE with a focus on careers. Students have the opportunity to work and produce their own CV's, research and explore a range of careers as well as develop individual employability skills. They are also supported through presentations, employer visits, work placements, workshops, careers fairs, college and university visits and 1:1 impartial and independent guidance.

This coupled with independent and impartial Careers Adviser support helps to inform and inspire students so that they are able to make well informed and realistic decisions about their future. Jo Patten of Careers Connect is the allocated advisor to the service and works primarily with Year 11 with their final preparations towards Post 16 Education. A programme of group sessions in line with Gatsby Benchmarks will also be delivered to support KS3 students.

The Gatsby Benchmarks were set up by the Gatsby Charitable Foundation and have brought together the best national and international research to ensure high quality CEIAG provision as set out below.

These are in the form of eight Benchmarks, as set out below.

The Gatsby Benchmarks
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 students, parents, teachers, governors and employers.
2. Learning from career and labour market information. Every student, 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 student. Students have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each student. 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. 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 student 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 student 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 students 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 student 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.

The careers programme is designed to meet the needs of the students within Alternative Provision Service. It is differentiated and personalised to ensure progression through activities that are appropriate to the student stages of career learning, planning and development.

Senior Management and all teaching staff have responsibility to contribute to CEIAG within their designated roles. Specialist sessions will be delivered through Career Connect and supported by additional agencies such as St. Helens College. This programme will be reviewed and evaluated on an annual basis when preparing the SLA with Career Connect and in consultation with PRU Management Committee.

Review Date March 2022