

Intent

Careers Education helps pupils to develop the knowledge, confidence and skills that they need to make well-informed, 'thought-through' choices and plans that enable them to progress smoothly into further learning and work, now and in the future. As a school we must ensure that high quality information, advice and guidance to enable our pupils, parents and carers to make the best choices, taking into consideration the pupils' abilities and ambitions, is available. This should ensure the right pathway is chosen for them and by them.

Aims

Cedar Hall School has a statutory requirement when delivering careers education, to ensure that information about learning options and careers is presented impartially and that the advice promotes the best interests of pupils.

We aim to ensure that our careers programme:

- empowers pupils to plan and manage their own futures,
- meets the eight Gatsby benchmarks for good career guidance as recommended by the Department of Education Careers Strategy 2018,
- responds to the needs of each pupil,
- provides comprehensive information and advice,
- raises aspirations,
- actively promotes equality of opportunity and challenges stereotypes,
- helps pupils to progress,
- enables all pupils to reach a positive destination in learning, training or continuous development after Year 11,
- maintains the high standards recognised by our 'Quality in Careers Standard' accreditation, the nationally recognised award for CEIAG in English Secondary Schools,
- delivers the opportunity to gain a nationally recognised Entry Level 3 Health and Safety award.

Implementation

All of our Careers Education is person centred and delivered through a topic based approach that is embedded throughout the curriculum to support pupils in working towards and achieving their individual aspirations. By introducing pupils to a variety of career pathways through sensory exploration, practical activities and workplace settings they will be better placed to make individual choices. We personalise their

careers education and the pupil's self-evaluate their work experience placements to enable them to make informed choices. More importantly though, it seeks to help pupils understand and be prepared for the ever changing and challenging Work and Career environment that they will face in the future. This builds progressively from year 7 to year 10 and in year 11 is a core part of their individual study programme. The primary aspiration is that all our pupils will develop the skills and confidence to make the most of their life choices, enabling them to follow their best suited chosen pathway or career route. Our guiding documents and resources come from a variety of sources within The National Careers Service and Gatsby Benchmarks.

Commitment

The Governing Body, Senior Leadership Team and all staff are highly committed to CEIAG and this is demonstrated in the resources available:

- Careers Leader with the responsibility for insuring schools CEIAG Policy is implemented.
- Professional development for staff working with CEIAG and support the identification of training needs to ensure knowledge and skills are up to date.
- Well-resourced and bespoke Careers and Transition information located in the school's Careers classroom.

Working with students

- Our aim is to inspire and motivate pupils by working closely with local, regional, national employers, and colleges to ensure pupils have access to all opportunities available.
- Individual careers guidance is a key element of our CEIAG programme and all pupils (and where appropriate parents) have access to face to face guidance at individual points of need.
- Pupils are informed of all options available to them and receive impartial careers advice and guidance.
- Pupils are given opportunities to have various meaningful encounters with employers. These could be work tasters, Careers exhibitions and work experience.
- Pupils will have access to information relating to suitable further education providers.
- Pupils will also make visits to colleges. These may include Seevic, Southend and Basildon Colleges, Castledon, St Christopher's and Lancaster Sixth forms.
- Cedar Hall is keen to recognise its proud links with Circles Farm, Writtle College, The Deanes School and Seevic College who all help us provide key skills and focus on independence into adulthood.

Working with parents/carers

We strive to ensure that all parents and carers are well involved and informed in all matters relating to careers and transitions. As from year 9 these are areas for discussion during pupils' annual reviews. Parents and carers (with students of year 10 and above) will also be invited to attend all "moving on" events held at the school. At these events, pupils and their parents and carers will have the opportunity to meet with local colleges and other post 16 providers. The school works closely with our AIG advisers (Advice, Information and Guidance) from Essex who support parents and pupils with their transition from Cedar Hall School to post 16 placements.

Impact

Equal Opportunities

We are committed to promoting equal opportunities and seek to challenge stereotypes and ensure our pupils achieve their full potential. In this way our pupils have every opportunity to develop tolerance for others' differences and similarities such as their beliefs and cultures. This is a key life-skill which our pupils will need to continue to develop throughout their future education and daily lives.

Evaluation, Monitoring and Review

The Careers Department's development plan is reviewed and evaluated annually to ensure it fits in with the aims and objectives of the school's overall development plan.