



King's Norton Boys' School

Careers, Education, Information, Advice and Guidance (CEIAG) Policy

Introduction and purpose of the King's Norton Boys' School CEIAG programme

In a world with a rapidly changing economic paradigm, it is essential that our students are given the knowledge and skills that will be crucial to becoming socially and economically successful in the dynamic, innovative and competitive economies of the future. The goal of the King's Norton Boys' Careers CEIAG programme is to develop the knowledge, planning skills, self-awareness and decision-making skills of our students.

King's Norton Boys' School places a high value on providing high quality CEIAG for our students. The outcomes of the government's 2017 policy paper "Careers Strategy: making the most of everyone's skills and talents" and the Department for Education's statutory inclusion of the Gatsby Benchmarks has led to an even more inclusive and comprehensive whole-school programme which serves to nurture the skills and knowledge that our students require to enhance their employability.

At King's Norton Boys' School, we believe that a student's employability is the sum of their qualifications, work experience and skills. This will be developed throughout years 7 to 11 by formal careers educational visits and engagements with external speakers from places of further-education, higher-education and employment.

Our students benefit from the support of:

- impartial guidance from a qualified careers advisor
- external speakers
- careers workshops
- a 'future pathways' fair
- extra-curricular activities

Staff at King's Norton Boys' School will endeavour to formulate links between subject content or form-time activities and the 'world of work', demonstrating the strong correlation between academic outcomes and aspiration success, resulting in academic outcomes being driven upwards. All three components of employability will be fostered at our school, resulting in students moving on to the next step in their lives, safe in the knowledge that they have a strong foundation of understanding and knowledge to build upon.

Aims and intentions

King's Norton Boys' School aims to implement all of the eight Gatsby Benchmarks.

The aims of our CEIAG programme are to:

- develop students' self-awareness for determining their suitability to be successful on specific career pathways
- increase students' aspirations and motivation so that qualification outcomes are improved, allowing them to access their desired career pathway
- provide students with the opportunities to access the 'world of work' and develop their key employability skills through Years 7 to 11
- enhance students' employability skills through a range of experiences, activities and encounters

The intentions of our programme are to:

- provide students with relevant, meaningful and up-to-date information about careers pathways and the 'world of work' in each year of their time at King's Norton Boys' School
- give students access to relevant information and support, increasing their awareness of the opportunities open to them, for important transition points enabling them to make the most appropriate choices
- help students understand and develop the skills that are required to be successful in a wide range of future pathways
- provide students with meaningful encounters with employers, preparing them for the 'world of work'
- provide students with relevant careers information, guidance, help and support that are personalised to each of their own needs
- support work within the classroom by raising students' aspirations, challenging stereotypes and broadening horizons
- link careers education to curriculum learning to allow students to understand the opportunities for further education and employment in each subject.

Post-16 Options

With the raising of the participation age (RPA) students need to continue in some form of learning until they are 18.

There are three main pathways to choose from:

- Apprenticeship (or traineeship)
- Full-time education in a school, sixth form college or college doing academic qualifications (e.g. 'A' Levels) or vocational qualifications (e.g. BTEC, 'T' Levels, OCR Cambridge Awards)
- Work or volunteer (for 20 hours or more a week) while in part-time education or training

Further information about the pathways open to school leavers can be found on the 'Post-16 Options' page on the school website.

The Gatsby Benchmarks

The Gatsby Benchmarks provide a guideline for planning that will assist King's Norton Boys' School achieve an effective and successful, whole-school CEIAG programme. The fundamentals of each benchmark are outlined in the table below.

Gatsby Benchmark	Title of Benchmark	Summary of Benchmark
1	A stable careers programme	<ul style="list-style-type: none">• Implement a stable and structured careers programme.• Have a dedicated Careers Leader within school (see contact).• Evaluate the Careers Programme with feedback from students, parents, teachers and employers.
2	Learning from Careers and Labour Market Information (LMI)	<ul style="list-style-type: none">• Ensure that by the age of 14, students have accessed career and labour market information to inform their options.• Encourage parents to access this information to support their children.
3	Addressing the needs of each student	<ul style="list-style-type: none">• Challenge stereotypes and seek to raise the aspirations of students.• Keep records of the advice given to each student and provide students with access to their records to support their career development.• Collect accurate data on the education, training, or employment training of students.
4	Linking curriculum learning to careers	<ul style="list-style-type: none">• Highlight the relevance of how your curriculum links to careers.• Teach students the importance of STEM (see references) subjects for gaining entry to a wide range of careers.• Demonstrate how STEM subjects help people to be more effective in the workplace.
5	Encounters with employers and employees	<ul style="list-style-type: none">• Give students at least one meaningful encounter with an employer, every year.• Develop links with local employers.
6	Experience of workplaces	<ul style="list-style-type: none">• By age 16, every student should have had at least one experience of a workplace.
7	Encounters with Further and Higher Education	<ul style="list-style-type: none">• By age 16, students should have encountered the full range of learning opportunities available to them, both academic and vocational.
8	Personal guidance	<ul style="list-style-type: none">• By age 16, every student should have at least one guidance interview with a trained careers advisor.

Careers programme for Years 7 to 11

The King's Norton Boys' School CEIAG programme can be located on the 'Careers' front page on the school website. The CEIAG programme is evaluated and modified annually.

Student entitlements

Throughout Years 7 to 11, each student is entitled to:

- find out about technical education and apprenticeship opportunities within a careers programme that offers access to a full range of education and training options, available at each transition point
- hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships, through talks, workshops, educational trips, options evenings, assemblies and fairs
- receive unbiased, impartial careers advice that is in their best interests, made by a qualified impartial careers advisor
- understand how to make applications to the full range of technical academic and apprenticeship courses

Evaluation

Each year the Careers programme will be evaluated on a range of a data including a parent survey, a pupil survey, an analysis of the percentage of students who enter further education, employment or training, qualitative feedback and qualitative feedback from ex-students who are Not in Education, Employment or Training (NEET) as to how the school could have supported them further. The evaluation of the evidence will lead to changes made to the careers programme in order to enhance and improve it.

Contact

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