



# Careers at JCSC

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|----------------------|---------------------|----------------|-----------|
| Author               | James Moore         | Date of Review | Sept 2021 |
| Approval Requirement | Full Governing Body |                |           |
| Review Due           | July 2022           |                |           |

## Statement of Intent

At James Calvert Spence College we are determined to ensure every child has personalised career education and guidance to inspire aspirational and appropriate destinations for when students leave us at the end of Key Stage 4 and 5. The aim of Careers Education Information Advice and Guidance (CEIAG) curriculum is to ensure our students are well informed about the world of work, whilst developing employability skills that will allow learners to take ownership of their own career development.

At JCSC CEIAG takes place throughout the curriculum, within tutor time, assemblies alongside school trips and external speakers. Whether your child is seeking full time employment, an apprenticeship, or a pathway into College and University we will ensure your child is able to make an informed and supported decision on their future.

As a school we are currently working with Teach First, North East LEP and Northumberland CEIAG Network to further develop the CEIAG curriculum to maximise the opportunities we can share with our students.

## Individual Guidance

When it comes to defining moments during a child's school experience it is vital they have the opportunity to discuss their options and opportunities thoroughly with a qualified member of staff who can offer the best guidance. When students are opting for their GCSE options at the end of Year 9 every student will meet with Mr Nisbet, whilst every Year 11, 12 and 13 student will have a 1-1 interview with Mr Moore.

Additionally all learners in Years 11, 12 and 13 have a minimum of 1 compulsory 1 hour session with the schools careers adviser from Northumberland County Council Ian Yarrow. Following each meeting students will receive an action plan for their next steps and a summary of the key points from their meeting. Further drop in sessions with Mr Moore and Ian Yarrow are also available. Parents/carers can request after-school appointments by contacting the school's main office, whilst career guidance is also available during parents evenings.

## Students with Special Educational Needs

Students with us who require further support in making an informed decision on their future are provided with a tailored experience to make their next steps either with external providers or ourselves as smooth as possible. Students will be provided with additional 1-1 careers guidance meetings if required, whilst arrangements to visit external providers is possible. Students with an Education Health Care Plan will also be supported by Northumberland County Council and the school's SENCO throughout their annual reviews.

## How we measure the success of our CEIAG curriculum

A key measure of the success of our CEIAG curriculum is through the destination data we collect at Year 11, 12 and 13. This highlights the exciting opportunities students have embraced following leaving JCSC. CEIAG has also been a key focus within teaching staff continued professional development as we seek to embed careers links throughout our whole school curriculum. Furthermore, we gather student voice through tutor time and parent voice during parents evening to gather a feel of whether students feel well supported, informed and guided on their future.

As a school we are striving towards fully achieving the GATSBY Benchmarks of good career guidance. JCSC was involved in the pilot of the GATSBY benchmarks within the North East and we are proud to say we seek to embed these benchmarks into every aspect of our CEIAG delivery. Through the help of Teach First and North East LEP we constantly reflect on our practice and review how we can fully achieve every benchmark each term. In addition, each Director reports back to the careers lead through their SEF summary sheets on how careers is being applied within their directorate. The benchmarks include:

- A stable careers programme
- Learning from career and labour market information
- Addressing the needs of each pupil
- Linking curriculum learning to careers
- Encounters with employers and employees
- Experiences of workplaces
- Encounters with further and higher education
- Personal guidance

To find out further information about GATSBY career benchmarks please see the link below

<https://www.youtube.com/watch?v=i4rt9jAX1Hk>

CEIAG is a continual process that we constantly seek to review and improve. Each term the current provision is reviewed and adapted to ensure it is current, fit for purpose and appropriate for the needs of the current cohort of students. The date of the next review is 15th March 2022.

## Monitoring and review

This policy will be reviewed annually by the Careers Lead.

## Contact Us

If you are an external provider, business or employer we are always seeking to widen our network and increase the opportunities we can offer our students. Additionally, if you are interested in acquiring further information about our careers provision, we would love to hear from you.

Careers Lead and Head of Sixth Form – James Moore

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