The Chantry School

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

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1 Policy Statement

The Chantry School is committed to providing all pupils with a comprehensive programme of Careers Education, Information, Advice and Guidance (CEIAG). Our careers policy is guided by the principles of statutory guidance (DfE, July 2021), the eight Gatsby Benchmarks of Good Career Guidance, and the requirements of the Baker Clause. Our goal is to ensure that all pupils have access to high-quality, impartial information and support to make informed, aspirational and realistic decisions about their future pathways.

2 Aims

The aims of this policy are to ensure that all pupils at The Chantry School:

- Receive a stable, structured and high-quality CEIAG programme from Year 7 to Year 11
- Are supported to develop the knowledge, skills and confidence to make well-informed, aspirational decisions.
- Have access to a wide range of information on post-16 pathways, labour market opportunities and employer engagement**.**
- Are provided with personalised guidance, particularly at key transition points.
- Are supported to achieve positive destinations including further education, apprenticeships or employment with training.
- Have equality of access to opportunities, with targeted support for disadvantaged, SEND and vulnerable learners.

3 Statutory Requirements and Guidance

This policy has been developed in accordance with the following statutory and best practice guidance:

- DfE ‘Careers guidance and access for education and training providers’ (July 2021)
- The Technical and Further Education Act 2017 (Baker Clause)
- Education Act 2011 and Education and Skills Act 2008
- Equality Act 2010
- Ofsted Inspection Framework (2022)
- Gatsby Foundation's Benchmarks of Good Career Guidance
- Career Development Institute (CDI) Framework for Careers, Employability and Enterprise Education

4 Roles and responsibilities

The implementation of this policy is the responsibility of all staff at The Chantry School:

- The Careers Leader Miss M Palmer is responsible for the strategic development and coordination of CEIAG provision.
- PSHE Leads deliver key careers education modules across Years 7 to 11.
- Tutors deliver form-time activities and support pupils in accessing Unifrog. Subject Teachers embed careers learning into their subject areas (Gatsby Benchmark 4).
- The Independent Careers Adviser provides 1:1 guidance to pupils, prioritising key transition years and vulnerable groups.
- Senior Leadership and Governors ensure accountability, resource allocation and compliance with statutory duties.

5 Careers Education Programme Overview

The careers programme is delivered through PSHE, form time, enrichment activities and subject areas. The programme is structured around the eight Gatsby Benchmarks and aims to progressively develop pupils' career knowledge, employability skills and aspirations. Provision includes:

- Use of Unifrog for career exploration, personal development plans and recording experiences - Work experience in Year 10.
- Mock interviews, careers fairs, assemblies, guest speakers and workplace visits.
- Access to LMI through concourse displays, bulletins and lessons.
- Targeted support and adapted resources for pupils with SEND and disadvantaged backgrounds.

6 Provider Access (Baker Clause)

In accordance with the Baker Clause, The Chantry School provides opportunities for a range of education and training providers to access all pupils in Years 7–11. We ensure that pupils can learn about technical education qualifications and apprenticeships as part of a broad and balanced careers programme. Requests for provider access should be directed to the Careers Leader, Miss M Palmer who can be contacted by telephone at 01886 887100, or email mpalmer@chantryschool.com.

Please refer to the school's separate Provider Access Policy on our website for full details.

7 Equal Opportunities

The school ensures that careers provision promotes equality of opportunity and challenges stereotypes. All pupils, regardless of background, ability, gender, or ethnicity, have access to high-quality guidance and support. The school monitors access and participation and provides targeted interventions where necessary.

8 Monitoring, Review and Quality Assurance

The effectiveness of the CEIAG programme is monitored through:

- Compass+ audits against the Gatsby Benchmarks
- Pupil, parent, staff and employer feedback
- Destination tracking and NEET data
- Learning walks and PSHE curriculum reviews
- Analysis of pupil participation by group (e.g., SEND, PP)

The policy and programme are reviewed annually by the Careers Leader and SLT, with oversight from the Link Governor.

9 Links with other policies

Provider Access Policy

10 Equality Impact

The School's responsibilities towards promoting equality, diversity and inclusion have b considered when drafting this policy.

11 Monitoring

This policy will be monitored annually and significant change approved by the Local Governing Body.