

Careers Education, Information, Advice and Guidance

Buile Hill has high quality careers advice and guidance, to support our high achieving and ambitious students. We are committed to providing a planned programme of careers education and information, advice, and guidance (CEIAG) for all students in Years 7 to 11 and we seek to ensure we adhere to the guidelines as outlined in “Careers guidance and inspiration in schools – statutory guidance for governing bodies, school leaders and school staff” April 2017 - Section 42A and 45A of the Education Act 1997. In line with statutory guidance, we firmly believe that every child should leave school prepared for life in today’s society. High quality, independent careers guidance is crucial in helping pupils emerge from school more fully- rounded and ready for the world of work. Young people want and need to be well-informed when making subject and career decisions. We can demonstrate that we fulfil this obligation and ensure our students develop high aspirations and consider a broad range of career options. We aim to develop and enhance all our students by:

- Developing the skills required to review achievements, plan future actions, make decisions and handle the transition process to life beyond secondary school (higher education and the world of work)
- Developing self-knowledge and confidence in making decisions and career choices which are suitable and ambitious for them
- Developing an understanding of the world of work and how to respond to changes in today’s workplace
- Developing research skills to fully utilise information, advice, and guidance
- Developing attributes e.g. social skills, communication, innovative, resilience, which support high achieving students in the curriculum and in careers
- Providing well-rounded experiences which inspire and motivate them to develop their personal aspirations

COMMITMENT

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

- A well-resourced and bespoke careers provision located in the Learning Resource Centre
- Designated Senior Leader with responsibility for CEIAG
- An Independent Careers Adviser who is employed on a freelance basis (and meets our statutory duty) who is dedicated to offering independent and impartial careers information, advice, and guidance to students on all the options available to them.
- Professional Development for all staff to support the identification of training needs to ensure knowledge and skills are up to date.

WORKING WITH STUDENTS

- Our aim is to inspire and motivate students by working closely with local, regional, and national employers and providers of apprenticeships, universities, and colleges to ensure students have access to all opportunities available.
- Well established working relationships exist with SLT, colleges and training providers

A comprehensive career education programme is accessible at key transition points and is delivered by Career Advisers, PSHE staff, Personal Tutors and SLT and covers the following:

Year 8/9 Choosing options and decision making Year 10/11 Post 16 options Year 12/13 Post 18 options

- Individual careers guidance is a key element of our CEIAG programme and all students (and where appropriate parents) have access to face to face guidance at individual points of need
- Students are informed of all options available to them and receive impartial careers advice and guidance
- We provide an inclusive service for all students from supporting high achieving students, SEN students and more vulnerable students to ensure they can access all opportunities available and to fulfil their full potential
- Programme of external speakers from business and education to talk to students about employment and education locally, regionally, and nationally
- Extensive Links with numerous University contacts

WORKING WITH PARENTS/CARERS

Contact with parents is maintained in a variety of ways, including:

- News, information, and opportunities shared on Firefly Virtual Learning Environment (VLE)
- SLT presence at parent's evenings from Year 7-11
- Response to ad-hoc requests for advice and information, including appointments in school

EQUAL OPPORTUNITIES

We are committed to promoting equal opportunities and seek to challenge stereotypes and ensure our students achieve their full potential. EVALUATION, MONITORING and REVIEW
The Careers Departments development plan is reviewed and evaluated annually to ensure it fits in with the aims and objectives of the schools development plan. We also have an ongoing whole school SEF (Self-Evaluation). An evaluation of the data of retention, destinations, trips, educational visits participation will enable measurement of the impact of the CEIAG provision ongoing feedback and evaluations from students and parents contribute to the review of career programmes to ensure they meet the needs of students.

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