



Careers, Information, Advice and Guidance
Policy 2024

Signed: _____ Chair of Governors

Date ratified:

Review:

MISSION STATEMENT

BEYOND EXPECTATIONS

...achieve more than you ever imagined

Staff go beyond expectations by:

Building a welcoming community which celebrates individuality
Creating a safe space to belong and take risks
Offering an irresistible invitation to succeed
Challenging society to be inclusive and accessible

Students will achieve beyond expectations by:

Making choices
Creating memories
Forming friendships
Learning beyond the classroom

Impact:

Strengthened relationships with families
Strengthened relationships with primary schools (specialist settings / IR settings / mainstream SENCO's)
Strengthened relationships with other outside agencies
Provision matches student needs and enables greater progress in key areas
Staff development is a key feature of provision

Outcomes:

Families and students are empowered to make better choices for future
Staff are strong advocates for student voice
Talbot is recognised as a centre of excellence for students with complex needs

RATIONALE

Careers, Information, Advice and Guidance (CIAG) is more than giving advice on further education, training and jobs to our students. It is about supporting students of all abilities to:

- recognise and understand themselves
- identify their strengths, skills, motivations and areas for development
- access and understand appropriate information on opportunities & options to inform their choices
- be equipped to be able to apply learning to their careers journey
- help them plan and make informed decisions for their future
- ensure next steps are thoroughly planned to make sure successful transition to Post 16 or other provision is sustainable.

INTENT

Our aim is to embed an aspirational yet realistic, broad and progressive careers programme. The programme is designed to take into consideration the individual needs of our students and their abilities. As the student applies their learning and develops through the offer, the programme will adapt and adjust to respond to their own personal progress. This may look slightly different between students depending on their needs, identified outcomes and their stage of progress. The Gatsby Benchmarks help to provide a framework for delivering information and encounters that support this approach.

IMPLEMENTATION

We aim to provide:

- An aspirational and engaging careers programme and curriculum that links to identified needs within students' EHCPs.
- Relevant and appropriate information, advice & guidance throughout the curriculum.
- A range of diverse opportunities through networks and contacts.
- Exposure to community-based groups, employers & the workplace.
- Exploration of Post 16 provisions and a chance to familiarise with the chosen pathway.
- A robust transition out package that supports a sustainable progression into Post 16 and Post 18 provision.
- Providing a joined-up approach between families and professionals in ensuring all parties are informed and involved where appropriate e.g. EHCP Annual Reviews.

We recognise that as a consequence of the identified needs of our students, the world of work will look different for each pathway. We will give access and exposure to our students to external providers, organisations and employers to deliver some of the careers programme, where suitable, and invite them into school to take part in a variety of activities with students. We will also support students accessing off site opportunities that may further help them make informed decisions about their future.

As part of each student's EHCP annual review their future aspirations will be discussed and the support network surrounding the young person will endeavour to offer appropriate support and guidance in line with this. From Year 9 discussions around preparation for adult life and moving on to Post 16 and beyond, will take place.

There will be a 'Futures Market' held annually to which all parents/carers will be invited. Representatives from relevant Post 16 provisions will be invited to attend, alongside representatives from relevant social care providers and support groups.

IMPACT

We will measure achievement through the following:

- Students learning is linked directly to their EHCP targets and is accessed and evident.
- Student aspirations, views and opinions will be evident in decision making and choosing pathways through to Post 16 and Post 18.
- Parents/carers will be able to make informed choices that support their young person's destination.
- Decision making is a collaborative event taking views of the students, parents & carers and professionals working with the young person into account – using various meetings to stimulate and agree these decisions.
- Students will be able to identify & recognise their strengths, motivations and areas for development, including how they will be working on these, with clear progress being evidenced.
- Students will be able to demonstrate a range of skills that they can apply to the real world.
- Students will be able to use appropriate Labour Market tools and will be able to research relevant information to support decision making.
- All Year 11 or Post 16 students will have experienced their chosen Post 16 provider and accessed tasters and familiarisation opportunities.

EQUAL OPPORTUNITIES

The governing body will comply with all relevant legislation and will promote equality in all aspects of school life.

In addition, reference is made to:

• Gatsby Benchmarks

These are 8 benchmarks that form a framework for good career guidance, developed to support young people in secondary schools and colleges with the best possible careers education, information, advice, and guidance.

• Ofsted best practice guide- September 2018

Following on from the release of the Government Strategy, Ofsted issued a best practice guide which sets out the areas they will look to for evidence that schools are offering the best possible careers guidance to their students.

• Provider Access Legislation: January 2023

The Provider Access Legislation came into force in January 2023 and requires schools to provide at least six encounters with providers of technical education or apprenticeships for all their students during school years 8-13.