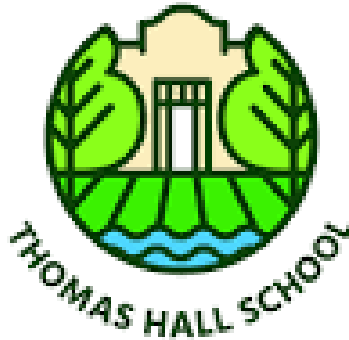


Thomas Hall School



Careers Education, Information, Advice and Guidance Policy

Approved by

Signed:
Head Teacher

Signed:
Governor

Review Date: January 2026 (2 Years)

Principles

Our Thomas Hall way aims at character development in the following areas: Respect, Integrity, Courage, Self-Discipline, Empathy, Gratitude and Kindness, while also ensuring we have the highest expectation of our students and focus on educational aspirations. We recognise that Careers Education, Information, Advice and Guidance makes a significant contribution to preparing our students to take their place as suitably qualified and responsible adults within society, who can make informed choices and achieve personal and economic wellbeing throughout their lives. CEIAG will enable Thomas Hall students to develop key employability and enterprise skills which are highly valued by employers, colleges, universities, and apprenticeship providers. By engaging parents and the local community our aim is for every student to fulfill their potential and be inspired to achieve a successful future. It is with this objective that our Careers programme has been developed, alongside reference to the recommended 8 Gatsby benchmarks.

Commitment

Our Careers education at Thomas Hall school will:

- Provide a planned programme of activities to which all students from Years 7-11 are entitled, which will help them to plan and manage their careers.
- Provide information, advice and guidance (IAG) which is impartial, unbiased and is based on the students' needs.
- Follow best practice guidance from the career's profession and other expert bodies.
- Work in partnership with the outside providers to ensure all students access education, employment or training after KS4.
- Aim to provide inspiration and aspiration experiences as well as advice about Local Market information.

Links with other policies

The policy for Careers Education, Information, Advice and Guidance Policy supports and is itself underpinned by a range of key school policies especially those for teaching and learning, assessment, marking and special educational needs and disabilities (SEND).

Learning Outcomes

Students are entitled to Careers Education, Information, Advice and Guidance which meets professional standards of practice, and which is in person, personalised and impartial. Careers activities will be embedded in the curriculum and based on a partnership with students and their parents and carers. The programme will raise aspirations, challenge stereotyping and promote equality and diversity.

All students in the school will:

- Take part in careers education programmes across years 7-11 that help them to:
- Understand their education, training, employment and other progression opportunities.
- Develop the skills they need to plan and manage their own personal development and career progression.
- Understand the requirements and possibilities within further and higher education and gain.
- knowledge of apprenticeships and vocational pathways
- Access relevant information and learning from taster activities and experience of work.

- Make and maintain individual progression plans to help them improve their prospects of success.
- Have opportunities for a personalised careers guidance interview with a professionally accredited careers adviser.
- Engage with people, ideas, challenges and applications from the business world ·
- Have opportunities to learn about STEM related careers.

How the Learning Outcomes will be achieved

All students from years 7-11 will have access to a comprehensive and impartial careers programme and work-related activities. This will include delivery of Careers topics.

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| · Tutor and mentoring activities | · Opportunities to attend Careers Fairs | activities across the curriculum |
| · Careers interviews | · Transition meetings for targeted students | · Work Experience placements |
| · Careers presentations and activities | · University visits (where applicable) | · Access to online portals and provision such as the National Careers Service, Career Pilot. |
| · Careers activities with employers | · Apprenticeship talks | |
| · Guest speakers | · STEM (science, technology, engineering and maths) | |
| · Mock interviews | | |

Further Information regarding the careers programme offer and other related information can be found within the careers tab within the Thomas Hall website.

Work experience will be actively encouraged for every year 10 in the spring term each year. It will aim to provide students with a greater understanding of the requirements in the workplace and it is intended that this will be valuable in helping students to plan for their future effectively.

Employers from a variety of careers will be invited into schools and where possible students will be taken to visit a number of local businesses, colleges and universities.

All students will have access, and support with using careers information that is; easy to access and readily available, unbiased and up-to-date and comprehensive,

Via :

- | | |
|-----------------------------------|-------------------------------|
| · Careers displays. | · Assemblies |
| · Careers office | · Interviews |
| · Online resources (Career Pilot) | · Links with local businesses |

Roles and Responsibilities

- Thomas hall school will secure and (when necessary) pay for independent and impartial careers guidance advice.
- To address the needs and circumstances of our students, face to face interviews with an independent adviser will be provided for students with SEN (special educational needs) or disabilities and those for whom the Pupil Premium is paid.
- We will work with a range of other schools, further education and higher education providers, and work-based training and apprenticeship providers to ensure that students have access to a range of options at each stage of their education.
- We will evaluate our success in supporting students to take up education and training which offers good long-term prospects through analysis of internal destination measures and DfE destination measures data.
- Students will be made aware of the requirement to continue to study Maths and/or English after KS4 if they do not achieve a grade 4 or better.
- The careers lead will work closely with subject leads to ensure careers is planned into subjects with meaningful extra-curricular.

Monitoring and Evaluation

This policy will be monitored through:

- Head of department quality assurance processes which include; lesson observations, work scrutiny, learning walks, student voice interviews.
- SLT monitoring of quality assurance processes though; line management meetings, learning walks, lesson observations; interviews with staff and students.
- SLT reporting to governors.
- Student voice feedback
- Governor link visits
- External review processes led by Ofsted and/or HMI.
- Regular reviews of partnership activities with providers such as LLEP, LEBC and connexions ·
- Outcomes for students including.