

Careers Education

A structured programme of careers support and guidance, geared to the needs of grammar school pupils, is provided by Highsted. The aim is to enable pupils to achieve their full career potential by: raising awareness of individuals' abilities and skills; and broadening knowledge of opportunities in Further/Higher Education, training and employment, whilst developing the skills necessary to make informed decisions.

Career Strategy

Intent

The main purpose of CEIAG is to provide students with the opportunity to engage in a range of activities that will contribute to their knowledge and understanding of the world of work and the qualification pathways suitable for students' individual needs. The school is committed to not just fulfilling its statutory requirements in this area but providing for students exceptional support and guidance throughout their time at Highsted Grammar School.

The aim of CEIAG is to enhance the provision made to prepare students for the transition to the next stage of education or employment through:

- contexts that help raise motivation and attainment (Employer engagement & work related skills development);
- helping students to follow courses that are appropriate to their needs (appropriate curriculum informed by student ability and Labour Market Information);
- improving understanding of the world of work (Opportunity Awareness);
- successful transition to the next stage of education and employment (supporting students at key transition stages);
- empowering students to plan and manage their own futures (developing career management and job search skills);
- providing comprehensive, unbiased & responsive advice and guidance service that allows time for face to face guidance (Connexions);
- actively promoting equality and challenging gender stereotypes.

Implementation

The methods by which the school will accomplish these goals are:

- providing a range of opportunities that enhance the curriculum (STEM Projects/Taster Days/Master classes);
- promoting awareness of the world of work (Employer Engagement, Year 12 & 13 Work Experience);

- promoting a range of opportunities and provisions which assist in raising aspirations and achievement (Armed Forces days and visitors, Visitors from Colleges and Universities, Careers Fair & Year 11 Interview Fortnight);
- promoting awareness and understanding of work, industry, the economy and community (dedicated CEIAG Careers lessons as part of the school's PSHCEE curriculum);
- developing students' personal and social skills to relate to the world of work;
- providing informed and impartial guidance (Options Evenings, Sixth Form Open Evening, engagement with Post-18 Providers);
- enabling students' to make considered decisions in regard to future choices;
- maintaining and developing effective links with key partners including Connexions;
- preparing students' for transition to Further/Higher Education or employment with training;
- staff development around the principles of CEIAG will be incorporated into the CPD plan.

Impact

Each curriculum area to be supported in identifying Careers Education elements and includes these in lesson planning:

- Schemes of Work should recognise the importance of Careers Education;
- lesson plans should include work related learning opportunities;
- departments should display subject links to occupations and progressions.

Specific, impartial and independent Information Advice & Guidance is provided to students through a number of ongoing delivery methods:

- CEIAG lessons across Key Stages via PSHCE;
- tasters and assemblies for principle Post-16 and Post-18 destinations;
- University tasters;
- Widening Participation Initiatives with local universities;
- Industry-specific talks and presentations & employer engagement;
- group work for specific pathways such as More Able (HE) Apprenticeships);
- display boards.