



Determined, ambitious learners

CAREERS EDUCATION,
INFORMATION, ADVICE
AND
GUIDANCE
(CEIAG)

Adopted:	September 2017
Next Review:	September 2018
Governing Committee:	Finance & General Business
Responsibility:	Ms Brown

"THE CUMBERLAND SCHOOL"

'Determined, ambitious learners'

Vision

The Cumberland School is an ambitious school, keen to improve on and exceed previous success. We serve, and are proud to do so, a rich, diverse and exciting community. We live and breathe our commitment to equal opportunities and inclusivity, and work hard to ensure that Cumberland is a cohesive, positive and exciting environment for all.

Aims and Objectives of CEIAG at Cumberland School

The Cumberland School is committed to providing a planned Careers Education, Information, Advice and Guidance (CEIAG) programme for all pupils in Years 7-11 in partnership with the Newham's Skills & Employability Children's & Young People's Services and 15billionebp.

CEIAG at The Cumberland School aims to help pupils develop a positive self-image, increase self-confidence and raise personal aspirations. The school strives to provide appropriate guidance, up to date information and a range of opportunities to support pupil's development at key points throughout their education. The CEIAG programme aims to prepare pupils for the ever changing opportunities, responsibilities and experiences of adult life and equips them with the skills to manage the choices, changes and transitions ahead of them.

CEIAG is central to The Cumberland School's overall aim of raising achievement for all pupils. A young person's career is their pathway through learning and work. It is therefore underpinned by the school's policies of Teaching and Learning; Assessment, Recording and Reporting; Personal Social, Health, Economic, Education (PSHE), Work Experience; Equal Opportunities; Health and Safety; Inclusion and Special Educational Needs.

Pupils Needs and Entitlement

All young people, regardless of their race, sex or academic abilities need a planned programme of activities to help them make decisions and plan their careers, both in school and after they leave. The 2011 Education Act places a duty on the school to give all pupils in Years 7-11 access to careers education and impartial information, advice and guidance.

The CEIAG programme is designed to meet the needs of all pupils at The Cumberland School. The programme ensures progression through activities that are appropriate to pupils' stages of career learning, planning and development. The CEIAG programme plays a key role in reducing the number of school leavers who are NEET. Pupils receive a careers education and guidance that is impartial and confidential. The programme aims to promote equality of opportunity for all pupils. This service is currently provided by 15billionebp.

Management of CEIAG

Careers education and guidance is managed by a CEIAG Coordinator, Ms Sheena Varsani. The CEIAG Coordinator liaises closely with the careers advisor, Mr Paul Duggan who is

contracted to the school by 15billionebp. The SLT lead teacher is Ms Amy Brown, Assistant Head and the Governor Lead is Mr Robert Pope.

Curriculum

The CEIAG programme includes careers guidance activities and work experience and enterprise activities, including a two week work experience for all pupils in Key Stage 4. The school liaises closely with FE and HE providers and pupils participate in a number of widening participation activities.

Partnerships

An annual Partnership Agreement is negotiated between the school and 15billionebp identifying the contributions to the programme that each will make. The school also works closely with 15billionebp and several local business partners to support the CEIAG programme. The introduction of the Newham careers cluster and our subsequent engagement with this programme has meant the launch of 3 pilot projects this year including: Work Experience Debrief with Tesco's, HE outreach and student ambassadors with UEL, The local Labour Market with Lendlease thus creating greater opportunities for our young people.

Staffing

All teaching staff are expected to contribute to the CEIAG programme through their roles as tutors and subject teachers. Other non-teaching staff such as Teaching Assistants, Learning Mentors and the Library Manager also contribute to the programme.

The CEIAG programme is planned, monitored and evaluated by the CEIAG Coordinator in consultation with 15billionebp.

Careers education is delivered by tutors teaching across the curriculum and by teachers and external providers in planned "drop down days and mornings". The 15billionebp Policy 2015 provides specialist careers guidance to targeted individual pupils and groups. Careers information is available in an identified area of the Library, which is maintained by the Library Manager.

Staff Development

Staff training needs for planning and delivering the careers programme will be identified in the staff development plan and reflected in the Partnership Agreement with the 15billionebp.

Resources

Funding for CEIAG is provided partly through capitation and the pupil premium budget.

Monitoring, Review and Evaluation

This policy was developed and is reviewed annually through discussions between all stakeholders. The delivery of the CEIAG programme is monitored as part of the whole school lesson monitoring process. The Partnership Agreement with the 15billionebp is reviewed termly. The CEIAG programme is reviewed annually by the CEIAG Coordinator, Assistant Headteacher and a representative at 15billionebp. The partnership with the careers cluster is reviewed termly or following every programme.