



Careers Education Information Advice & Guidance (CEIAG) Policy (including Provider Access)

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ETHICAL LEADERSHIP

1. Thomas Tallis School Plan 2020-23 has five aims.

1	A powerful curriculum
2	The best teachers
3	Great learning and progress
4	Excellent personal development
5	A model for a better world

As part of aim 5 Thomas Tallis School has adopted the Framework for Ethical Leadership in Education. This means that we try to behave in a principled and correct manner in everything we do. Schools and colleges serve children and young people and help them grow into fulfilled and valued citizens. As role models for the young, how we behave as leaders is as important as what we do. We therefore behave with **selflessness, integrity, objectivity, accountability, openness, honesty and leadership**. We demonstrate **trust, wisdom, kindness, justice, service, courage and optimism**.

1. Introduction

Modern careers guidance is as much about inspiration and aspiration as it is about advice. Careers education, information, advice and guidance (CEIAG) makes a major contribution in preparing young people for the opportunities, responsibilities and experiences of life in order to help them to make a successful transition to adulthood. This includes supporting young people to achieve their full potential; empowering young people to plan and manage their own futures; providing comprehensive information on all options; raising aspirations; promoting equality, diversity, social mobility and challenging stereotypes, whilst enabling young people to sustain employability and achieve personal and economic wellbeing throughout their lives. At Tallis, the whole CEIAG programme is called Tallis Futures.

Schools also have a statutory duty to secure independent and impartial careers guidance for Years 8-13. This policy statement sets out the school's arrangements for managing the access of providers to pupils at the school for the purposes of giving them information about the provider's education or training offer. This complies with the school's legal obligations under Section 42B of the Education Act 1997.

2. Commitment

Thomas Tallis School is committed to:

- achieving a range of outcomes for young people including the careers and work-related outcomes outlined in the CDI Framework as well as practical outcomes such as positive destinations, successful transitions and on-going development of employability skills.
- maximising benefits for students by using a whole school approach involving parents, carers, employers and other relevant local agencies.
- ensuring that our CEIAG advice is presented in an impartial manner and includes information on the range of education or training options, including apprenticeships and other vocational pathways.

3. Links with Other Policies

This policy supports, and is underpinned by, the School's on-going policies for teaching and learning, assessment, PSHCE, equalities, health and safety and special needs.

4. Objectives

Students are entitled to careers education, information, advice and guidance that is impartial and advice and guidance that is confidential. The programme promotes equality of opportunity, inclusion and diversity and cover the needs of both groups and individuals.

5. Minimum Entitlement in CEIAG for a student at Thomas Tallis School

By the time a student reaches the end of Year 13 they can expect the following input relating to CEIAG:

- At least 6 meaningful employer contacts
- At least one visit to a place of further or higher education
- One formal mock interview
- Careers Advisor support through workshops, drop-ins, assemblies, and general and bespoke careers information
- To be offered at least one formal one-to-one careers guidance interview
- Support via the tutorial and PSHCE programme
- To find out about technical education and apprenticeships opportunities as part of a careers programme which provides information on the full range of education and training options available at each transition point.
- To attend at least two careers or progression fairs
- Hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships.
- Unifrog online access to assist on planning potential career pathways
- Understand how to make applications for the full range of academic and technical courses

6. Implementation

6.1. Leadership and Management

Leadership and management of CEIAG is secured through the following:

- Deputy Head Curriculum: has strategic responsibility for achievement, progression and destinations
- Deputy Head Inclusion and Equality: has strategic responsibility for pastoral delivery
- Assistant Headteacher Co-Curriculum: has strategic responsibility for the CEIAG programme
- CEIAG Lead co-ordinates the day to day delivery of the careers programme.
- The Assistant Headteacher - Head of Post-16 also works with the Assistant Headteacher Co-Curriculum on the PSHE and CEIAG programme in the Post-16 centre.
- Link Governor
- Local Enterprise Advisor: assists with CEIAG links and self-review through use of Compass+ careers platform

6.2. Staffing

All staff are expected to contribute to CEIAG delivery through their roles as tutors, subject teachers and support staff. This includes careers links through taught subjects,

careers related support and advice as tutors and referring to the Careers advisor as and when necessary.

6.3. Curriculum

The careers programme includes careers education lessons (delivered via PSHCE and morning registration), careers related activities (including visits, talks, trips, etc), impartial careers guidance (groups and individual), work related learning (in and out of school), information provision and events (such as the Oxbridge Conference and progression events).

6.4. Partnerships and Providers

The School works with a range of partners to deliver the careers programme, including employers, higher and further education providers, parents and external careers providers. We use the online careers platform UniFrog to support with delivering and embedding the careers programme at Tallis and Compass+ for reviewing and monitoring progress against the Gatsby Benchmarks.

6.5. Management of provider access requests

A provider wishing to request access can contact one of the following people:

- Assistant Headteacher Co-Curriculum
- Assistant Headteacher - Head of Post-16
- Deputy Head Curriculum
- Chief Operating Officer

A number of events, integrated into the School's Careers programme, will offer providers an opportunity to come into school to speak to pupils and / or their parents e.g. annual Year 8 Careers Fair held in the Autumn Term, Year 10 Directions Day held in the Summer Term and other events that come up as the year progresses. These events can be seen on the Thomas Tallis website.

6.6. Premises and facilities

The school will make the main hall, classrooms and/or private meeting rooms available for discussions between the provider and students, as appropriate to the activity. The school will also make available AV and other specialist equipment to support provider presentations. This will be discussed and agreed in advance of the visit with the Assistant Head Co-Curriculum or a member of their team. Providers are welcome to leave a copy of their prospectus or other relevant course literature for the school library and careers office.

6.7. Resources

Funding is allocated for careers to cover internal needs and access to information (electronic and hard copy), CPD opportunities and commissioning of external resources. The School will also provide designated space for confidential individual guidance, group sessions and research to ensure the successful implementation of this policy.

6.8. Staff Development

A dedicated careers advisor provides one-to-one and group careers guidance. This person is employed through Prospects, an independent careers provider. The development of this member of staff is the responsibility of Prospects but is supplemented by the school in areas that we deem important for our own context.

Other members of staff are developed through attendance at careers events linked to their own subject area. This is at the discretion of each individual faculty. Broader CEIAG information and training for the whole staff is provided annually, in-house by the Assistant Head Co-Curriculum.

6.9. Monitoring, Review and Evaluation

This policy will be reviewed every two years by the Assistant Head Co-Curriculum in conjunction with the Senior Leadership Team. Aspects of the careers programme are regularly evaluated by the students, employers/volunteers and parents. Ongoing self-evaluation takes place termly through Compass+, a government funded resource linking CEIAG provision to the Gatsby Benchmarks.

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