

# CAREERS, INFORMATION, ADVICE AND GUIDANCE POLICY

2020-2021



## The Rudheath Senior Academy

Document Detail	
Reference Number	RSA016
Category	Statutory
Author	Deputy Head Teacher
Issue Date	January 2021
Next Review Date	January 2022

## 1. INTRODUCTION

- 1.1 Our vision is to create a learning environment where young people can develop the professional skills, competencies and behaviours that will serve them throughout their working life. Our intentions are focused on the sole purpose of shaping our students to be work ready.
- 1.2 The Rudheath Senior Academy (RSA) take pride in shaping our students to become the next industry leaders through offering a broad and balanced curriculum in academic, vocational and technical subjects. To enable them to reach their fullest potential, we understand that each pupil should have access to good quality information about future study options and the labour market opportunities.

## 2. AIMS AND OBJECTIVES

- 2.1 This policy aims to identify effective systems for ensuring the provision of adequate and appropriate careers advice of our students.
- 2.2 Careers Education, Information, Advice and Guidance Programmes make a significant contribution to preparing young people for opportunities, responsibilities and experience of life. It is vital that all learners (11-16) have the knowledge and skills they need to make informed choices.
- 2.3 Our careers programme is designed to raise the aspirations of all our pupils, including students with special educational needs and disabilities, tailoring the programme to individual needs. Each term, students have access to a range bespoke opportunities and employability activities.
- 2.4 Our approach to careers education is based on the key objectives we believe will enable our students to gain valuable experience and set them apart from their peers. It clearly marks out our structured careers programme and what we envisage from our local colleges, universities and employers. It has been developed in accordance to the guidance laid out in the *Careers guidance and access for education and training providers* (January 2018), they follow the Gatsby Benchmark and ensure students have access to a range of different employability experiences.
- 2.5 We are solely committed to providing a high quality, planned and impartial programme of careers education, information, advice and guidance (CEIAG) for all students in attendance at the school.

### 3. THE RUDHEATH PROMISE

- *Mastery of academic, vocational & technical subjects...*
  - To gain knowledge & expertise needed in your future profession.
- *Project Based Learning...*
  - To design real world solutions alongside the employers you will join.
- *Work Experience & Business Mentoring...*
  - To develop employability skills & secure the best roles in industry.
- *A bespoke Personal Development programme...*
  - To develop leadership, organisation, resilience, initiative & communication.
- *Cultural Capital & Enrichment...*
  - Will give you the specific tools you need to succeed in careers and life.

### 4. CAREERS PROGRAMME

Year Group	Programme of Study
Year 7	<ul style="list-style-type: none"> <li>• Identifying own strengths, interests, skills and qualities in relation of their value to future employability.</li> <li>• Different work roles and career pathways.</li> <li>• Evaluation of employability skills needed.</li> <li>• Enterprise activities and Project Based Learning.</li> </ul>
Year 8	<ul style="list-style-type: none"> <li>• Choices available at GCSE and a skills analysis to manage the decision-making process.</li> <li>• Explore different types of careers and pathways.</li> <li>• Qualifications and skills needed for different careers.</li> <li>• Speed Networking event with a range of employers from different career areas.</li> <li>• Careers Trips and Visits, such as The Big Bang.</li> </ul>
Year 9	<ul style="list-style-type: none"> <li>• Labour market (including the diversity of local and national employment opportunities).</li> <li>• Learning options, skills, occupations and progression routes.</li> <li>• Evaluate own strengths, interests, skills and qualities relate to future employability.</li> <li>• Careers Trips and Visits.</li> <li>• Careers fair.</li> <li>• Options Evening for GCSE.</li> </ul>
Year 10	<ul style="list-style-type: none"> <li>• Learning about 21st century employment.</li> <li>• Range of careers opportunities open to students post-16.</li> <li>• Interview technique to prepare for work experience.</li> <li>• Attitudes and values in relation to work and enterprise.</li> <li>• Work experience week.</li> <li>• Mock interviews with local employers.</li> <li>• Careers Fair.</li> <li>• One to one careers guidance interviews for targeted students.</li> </ul>

Year 11	<ul style="list-style-type: none"> <li>• An introduction to the post-16 application process.</li> <li>• Support with apprenticeship applications.</li> <li>• Mock interviews with local employers.</li> <li>• Careers Fair.</li> <li>• One to one careers guidance interviews.</li> </ul>
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Please Note:

1. This is not an exhaustive list; there may be additional opportunities available to students.
2. Some students may receive more opportunities than others depending on curriculum based masterclasses and projects.
3. Some opportunities may only be able to accommodate a limited number of students and will be provided on a first come, first served basis.

## 5. MEASURING THE IMPACT OF OUR CAREERS PROGRAMME

- 5.1 Measuring the provision and delivery of the careers programme at The Rudheath Senior Academy helps support the rationale for its continuation and development.
- 5.2 Evidence of the programme is collated in student's portfolios, allowing students to monitor their own progress and reflect on the skills and knowledge they have acquired.
- 5.3 Students complete a termly PSHCE student voice questionnaire to measure the impact of our careers and personal development programme and engagement activities. This allows staff to analyse the results and tailor future activities around student's aspirations and current need.

## 6. FURTHER INFORMATION

- 6.1 If you would like further information or have any questions regarding CEIAG at The Rudheath Senior Academy, please contact us:
  - 6.1.1 The Rudheath Senior Academy  
Middlewich Road  
Northwich  
CW9 7DT  
Telephone: 01606 42515  
Email: [admin@rudheathsenioracademy.org.uk](mailto:admin@rudheathsenioracademy.org.uk)
  - 6.1.2 Miss Julie-Ann Wilson  
Deputy Head Teacher (Teaching and Learning)
- 6.2 This policy will be reviewed annually.