FAIRMEAD SCHOOL
Careers Education, Information, Advice and Guidance (CEIAG) Policy

Review Date: September 2028

Policy Lead: Shaun France, Assistant Headteacher & Careers Leader

Approved by: Governing Body Date:

1. Policy Statement

At Fairmead School we believe that every young person has the right to develop the knowledge, skills and aspirations needed to lead a successful and fulfilling adult life. We are committed to providing an inclusive careers programme that recognises the individual strengths, interests and needs of our young people.

Our careers programme supports young people to:

- Understand the world of work.
- Develop employability and independence skills.
- Explore education, training and employment pathways.
- Make informed decisions about their future.
- Prepare for adulthood and meaningful participation in society.

The programme is delivered through a whole-school approach and is embedded throughout the curriculum, through events and activities, work experience opportunities and personalised advice and guidance. This policy is informed by the eight Gatsby Benchmarks and current Department for Education statutory guidance. [gov.uk], [gov.uk]

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2. Aims

The aims of the careers programme are to:

- Provide a stable and progressive careers programme for all young people.
- Raise aspirations and broaden horizons.
- Ensure careers learning is accessible and personalised.
- Support young people to identify their strengths, interests and future goals.
- Promote understanding of local labour market opportunities.
- Enable young people to experience workplaces and employer encounters.
- Provide impartial careers guidance.
- Support successful transition into further education, supported internships, apprenticeships, training or employment.
- Meet statutory duties relating to careers education and provider access.

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3. Careers Programme

At Fairmead School careers education begins in the primary phase and develops progressively throughout a pupil's school journey.

The programme includes:

Curriculum-Based Careers Learning

Careers learning is embedded across subjects, including:

- English
- Mathematics
- Science
- Computing
- Physical Education
- Religious Education
- RSHE

Teaching staff make explicit links between curriculum content and future careers, employment and adult life opportunities.

Careers Activities

Young people benefit from:

- Careers fairs
- Employer visits
- Workplace visits
- Careers assemblies
- World of Work Week
- Primary Careers Days
- Enterprise projects
- Travel training
- Supported volunteering opportunities
- Work experience placements
- College and education provider visits
- Alumni engagement activities

Examples include the Next Steps Careers Fair, Flying Start Challenge, Microsoft Coding Workshops and employer engagement events.

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4. Work Experience

Work Experience Coordinator: Sharon Chorley

Work experience forms an important part of the careers programme.

Opportunities are provided from Year 9 onwards where young people demonstrate readiness through the school's "3Ps" approach.

Placements may include:

- Block placements

- Weekly placements
- Supported placements
- Independent placements

The school aims:

- For all Year 11 young people to have completed at least 10 days of work experience before leaving Fairmead.
- To maximise opportunities for independent off-site placements.
- To ensure young people understand the expectations of the workplace.

Placements are organised in partnership with families, employers and the South West Work Experience Partnership.

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5. Independent Careers Guidance

Fairmead School commissions independent careers guidance through Future Smart Careers. FutureSmart Careers

Young people in Year 10 are offered a personalised guidance interview to support transition planning and annual reviews.

Careers guidance:

- Is impartial.
- Promotes all progression routes.
- Involves families where appropriate.
- Results in an individual action plan.

Additional guidance is available as required through annual reviews and transition planning processes.

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6. Careers Programme

Careers provision is adapted to meet the needs of all young people.

The programme:

- Supports Preparation for Adulthood outcomes.
- Promotes independence.
- Develops social communication skills.
- Encourages community participation.
- Supports realistic but aspirational pathways.

Careers planning is integrated into Education, Health and Care Plan reviews.

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7. Monitoring and Evaluation

The effectiveness of the careers programme will be evaluated through:

- Student voice.
- Parent feedback.
- Employer feedback.
- Destination data.
- Gatsby Benchmark reviews.
- Annual careers development planning.
- Governor oversight.

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8. Roles and Responsibilities

Governing Body

The Governing Body will:

- Support the strategic development of careers education.
- Monitor statutory compliance.
- Review relevant outcomes.

Careers Leader

The Careers Leader will:

- Lead the strategic development of careers provision.
- Coordinate careers activities.
- Monitor impact.
- Maintain employer and provider relationships.

Work Experience Coordinator

The Work Experience Coordinator will:

- Manage placements.
- Liaise with employers and families.
- Monitor placement quality and outcomes.

Staff

All staff contribute to careers education through curriculum delivery and preparation for adulthood activities.

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9. Public Availability

The latest careers programme, destination information, provider access policy and careers contacts will be published on the school website.
