



Esland North Limited - Exec

ED00140 Careers Education, Information, Advice and Guidance (CEIAG) Policy

Statement of Intent

Esland Online School is committed to providing high-quality careers education, information, advice and guidance (CEIAG) that supports pupils to understand themselves, explore opportunities and prepare successfully for adult life.

We recognise that many of our pupils have experienced disrupted educational journeys, barriers to engagement or challenges that may have affected their confidence, aspiration and understanding of future pathways. Our careers programme is therefore designed to be personalised, aspirational and inclusive, enabling every pupil to make informed decisions about their future regardless of their starting point.

The school believes that preparation for adulthood is an important responsibility that extends beyond academic achievement. Careers education helps pupils develop self-awareness, independence, resilience, communication skills and an understanding of the opportunities available to them. Careers learning is embedded throughout the curriculum and wider life of the school and reflects the school's therapeutic, relational and Stage Not Age approach.

Statutory Framework

This policy is informed by:

- The Education Act 1997.
- The Education and Skills Act 2008.
- The Careers Guidance and Access for Education and Training Providers Statutory Guidance.
- The Gatsby Benchmarks of Good Career Guidance.
- The SEND Code of Practice: 0-25 Years.
- The Independent School Standards Regulations 2014.

Esland Online School is committed to providing impartial careers guidance that supports pupils to make informed choices about education, training and employment opportunities and prepares them effectively for adult life.

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Aims

The aims of the school's careers programme are to:

- Raise aspirations and broaden horizons.
- Support pupils to identify their strengths, interests and ambitions.
- Develop understanding of further education, employment and training pathways.
- Provide access to impartial careers information, advice and guidance.
- Promote independence, confidence and self-advocacy.
- Support pupils in making informed decisions about future education and employment.
- Prepare pupils for successful transitions into adulthood.

- Ensure careers education is accessible to all pupils, including those with SEND and EHCPs.
- Challenge stereotyping and promote equality of opportunity.
- Support pupils to understand the skills, behaviours and qualifications valued by employers and educational providers.

Principles

The careers programme is underpinned by several key principles.

Careers education should be personalised and meaningful. Pupils engage most successfully when they can see a clear connection between learning, future aspirations and their own interests.

Careers education should be inclusive. All pupils, regardless of need, disability or background, should have access to information, guidance and opportunities that support successful preparation for adulthood.

Careers education should be developmental. Pupils build knowledge, skills and understanding progressively over time, with opportunities becoming increasingly personalised as pupils move through the school.

Careers education should be ambitious. The school maintains high expectations for all pupils and encourages them to consider a wide range of future possibilities.

Careers Education

Careers education is delivered through a combination of curriculum learning, personal development activities, enrichment opportunities and individual guidance.

Pupils are supported to develop:

- Self-awareness and understanding of personal strengths.
- Confidence and resilience.
- Communication and interpersonal skills.
- Independence and decision-making skills.
- Understanding of different careers and industries.
- Knowledge of education, employment and training pathways.
- Workplace and employability skills.
- Financial awareness and life skills.
- Understanding of equality, diversity and inclusion within the workplace.

Careers learning is embedded across the curriculum wherever appropriate to ensure that pupils understand the relevance of their learning to future opportunities.

Careers in the Online Learning Environment

As an online school, Esland Online School recognises that careers education must be delivered flexibly and creatively.

Pupils may access careers learning through:

- Online curriculum activities.
- Virtual employer encounters.
- Guest speakers.
- Careers research projects.
- Further education and training providers.
- Independent careers guidance sessions.
- Digital careers platforms and resources.
- Virtual work-related learning opportunities.

The school seeks to ensure that pupils have meaningful exposure to different pathways, professions and experiences despite learning remotely.

Careers Guidance

Pupils are entitled to receive impartial careers guidance that supports informed decision-making.

Careers guidance aims to help pupils:

- Understand available pathways.
- Explore personal interests and strengths.
- Consider future ambitions.
- Identify achievable next steps.
- Make well-informed choices regarding education, employment and training.

Where appropriate, guidance may involve parents, carers, local authorities and other professionals to ensure that plans reflect the pupil's needs, aspirations and circumstances.

Supporting Pupils with SEND

The school recognises that pupils with SEND may face additional challenges when considering future education, employment and independence.

The school recognises that many pupils may require support to rebuild aspiration, confidence and engagement with future planning. Careers education therefore seeks to raise aspirations gradually and realistically, celebrating individual progress and helping pupils recognise the wide range of opportunities available to them.

Careers planning will therefore take account of:

- EHCP outcomes.
- Individual strengths and interests.
- Aspirations and preferences.
- Independence skills.
- Additional support needs.
- Preparation for adulthood objectives.

Pupils are supported to understand and communicate their own needs while developing increasing confidence and self-advocacy.

The school works collaboratively with families, local authorities and external agencies to support effective transition planning.

Gatsby Benchmarks

Esland Online School is committed to working towards and reflecting the principles of the Gatsby Benchmarks of Good Career Guidance.

The school seeks to ensure that pupils have access to:

- A stable careers programme.
- Learning linked to career opportunities.
- Encounters with employers and employees.
- Encounters with further and higher education providers.
- Personal guidance.
- Information that supports informed decision-making.
- Opportunities to understand labour market information and future trends.

The school recognises that some elements of the Gatsby Benchmarks may need to be delivered differently within an online environment, but remains committed to their underlying principles.

Access for Education and Training Providers

Esland Online School is committed to ensuring that pupils have opportunities to learn about the full range of education, training and employment pathways available to them.

The school will facilitate encounters with further education providers, training providers, employers and other relevant organisations where appropriate to support pupils in making informed decisions about their future pathways.

Opportunities may be delivered through online events, presentations, individual guidance sessions, careers activities and other appropriate formats that reflect the online nature of the provision.

Partnership Working

Effective careers education relies upon collaboration.

The school works with:

- Parents and carers.
- Local authorities.
- Further education providers.
- Training providers.
- Employers.
- Careers professionals.
- Therapeutic and clinical teams.
- Other relevant agencies.

Partnership working helps ensure that pupils receive coordinated support and have access to a broad range of opportunities and perspectives.

Information for Parents and Carers

Parents and carers play a significant role in supporting career development and future planning.

The school seeks to work collaboratively with families, providing information and opportunities to discuss future pathways, transitions and aspirations. Parents and carers are encouraged to take an active role in supporting pupils' careers learning and preparation for adulthood.

Careers Leadership

The Headteacher is responsible for overseeing careers education, information, advice and guidance across the school and ensuring that careers provision remains aligned to the needs of pupils and the school's wider curriculum and preparation for adulthood objectives.

The Careers Leader is responsible for coordinating the careers programme, monitoring its effectiveness and ensuring pupils have access to appropriate careers education and guidance.

Monitoring and Evaluation

The effectiveness of the careers programme is reviewed regularly through:

- Pupil voice.
- Parent and carer feedback.
- Destination information.
- Careers activities and participation.
- Quality assurance processes.
- Feedback from employers, providers and external partners.
- Review of EHCP preparation for adulthood outcomes where appropriate.

Monitoring information is used to improve provision and ensure that careers education remains relevant, inclusive and effective.

Review

This policy will be reviewed annually or sooner where changes in legislation, statutory guidance or school practice require revision.