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

Statutory and Regulatory Framework

This policy is informed by:

- Education Act 1997 (Sections 42A, 42B, 45 and 45A);
- Education and Skills Act 2008;
- Skills and Post-16 Education Act 2022;
- Careers Guidance and Access for Education and Training Providers: Statutory Guidance (DfE);
- Children and Families Act 2014 and the SEND Code of Practice (2015);
- Equality Act 2010.

The school is committed to meeting its statutory duties regarding independent careers guidance and access for education and training providers.

Stockport Academy CEIAG

At Stockport Academy, we are committed to delivering a high-quality careers programme that equips all pupils with the knowledge, skills, and experiences they need to make informed decisions about their future pathways. Careers education and guidance along with employer engagement, experience of work, and life-skill programmes make a major contribution to preparing young people for the opportunities, responsibilities and experiences of employment and life. The careers programme is approved by the local governing body with explicit backing from the senior leadership team, is regularly monitored and has sufficient resources allocated to it. We ensure that all activity is cross-referenced to the Gatsby framework and PAL (Provider Access Legislation) benchmark for ensuring that provision is of a high quality. Feedback on the programme is sought from students, teachers, employers and parents/carers and an action plan reflects areas for development.

The school aims to provide impartial information, advice and guidance on careers education and work experience to support students in effectively planning future careers pathways and:

- Understand themselves, their interests, likes and dislikes, what they are good at and how this affects the choices they make;
- Understand the different routes after Year 11 including training, apprenticeships, approved technical education qualifications, further and higher education and jobs in line with the Baker Clause;
- Make realistic, but ambitious, choices about courses and jobs;

- Be able to make informed decisions based on advice and guidance of local and regional career opportunities;
- Find out about different further education courses, what qualifications they might need and what opportunities there might be;
- Develop a plan of action for the future;
- Be able to make effective applications for jobs, training and further and higher education;
- Develop their interview skills;
- Develop the skills they may need for working life; and
- Improve their confidence.

The school places a premium on the design and delivery of high quality CEIAG and work experience for all students through the following activities:

- Our CEIAG coordinator designs and manages CEIAG and work experience and reports directly to a member of the Senior Leadership Team;
- Our curriculum is mapped to CEIAG with employment links being flagged up as topics are delivered;
- All staff are expected to contribute to CEIAG through their roles as form tutors and subject teachers;
- An independent Careers Adviser (Level 6 qualified) provides impartial information, advice and guidance, commissioned through Stockport Council;
- Business partners provide support with work experience placements, employability workshops and interview practice to support college and apprenticeship applications; and
- We use the Character Kitemark audit tool for ensuring that opportunities are given for students to make informed choices to transition.

In line with the latest statutory guidance, and national updates for 2025 and the school's own commitment, our CEIAG provision reflects the following key developments:

- We continue to embed the **Gatsby Benchmarks** as the foundation of our careers programme, with updated emphasis on inclusion, data-driven evaluation, and meaningful encounters with employers and further education providers;
- All pupils will be offered the chance to experience a week of **meaningful work experience during** Key Stages 4, designed to be inclusive and accessible to all learners;
- Pupils from Year 7 onwards will have **at least one meaningful employer encounter per year**, supporting early career awareness and aspiration-building;
- Our careers programme is **personalised** to meet the needs of all learners, including those with Special Educational Needs and Disabilities, Educational Health and Care Plans, and those at risk of becoming Not in Education, Employment or Training;
- In accordance with the **Provider Access Legislation**, we ensure pupils in Years 9 to 11 have **opportunities** to engage with providers of technical education and apprenticeships;
- We actively **track pupil destinations** and use this data to evaluate and improve our careers provision, with a focus on supporting disadvantaged groups;
- Our provision is subject to **Ofsted scrutiny**, with careers education contributing to judgements on personal development and the effectiveness of provider access; and

- We are committed to **transparency and collaboration with parents and carers**, recognising their vital role in supporting pupils' career development.

Opportunities for All – Careers and Enterprise Events

We have a planned, progressive and inspiring programme of activities that supports students across all year groups in choosing pathways that suit their interests and abilities and help them to follow a career path and sustain employability throughout their working lives. The school has shown that it is successful in achieving this goal, demonstrating a four year upward trend against a rising cohort on destinations into further education, employment and training.

Our programme of activity is captured here:

Y7	Y8	Y9	Y10	Y11
- Careers lessons in PSHE - Careers week assemblies - Enterprise day - FM Day - Form time sessions - Careers Fair - Guest Speakers	- Careers lessons in PSHE - Careers week assemblies - Enterprise day - FM Day - Form time sessions - Careers Fair - Guest Speakers	- Careers lessons in PSHE - Careers week assemblies - Enterprise day - GCSE pathways assemblies - Form time careers activities - Pathways evening - Parent information evening - Careers fair - University visits - Careers in NHS, Old Trafford Visit - FM Day - Subject specific guest speakers - Local businesses assemblies - Form time sessions - Careers Fair - Guest Speakers	- Careers week assemblies - Enterprise day - University visits - Local College Taster Sessions - Work Experience - Form time careers activities - 1-1 Post 16 discussions - Careers fair - College assemblies - Careers in the NHS, Old Trafford Visit - FM Day - Form time sessions - Local businesses assemblies	- Careers week assemblies - Mock interviews - Careers Day workshops - Targeted College Application Support - Local businesses assemblies - Form time careers activities - Careers fair - College assemblies - 1-1 post-16 discussions - FM Day -
- Gatsby 1,2,3,4	- Gatsby 1,2,3,4	- Gatsby 1,2,3,4,5	- Gatsby 1,2,3,4,5,6,7,8	Gatsby 1,2,3,4,5,6,7,8

Work Experience

Work related learning has an important contribution to make to the education of all students in helping them develop the skills needed by employers.

All year 10 students are supported in securing placements for a week of work with a reputable employer. Employers are asked to evaluate performance in a document that links back to our Future Me personal development self-assessment tool. This programme has been hugely successful in engaging students and preparing them for the world of work.

This programme supports students by helping them:

- Gain an insight into the world of work and the day to day aspects of employment;
- Connect their learning with the world of work;
- Develop skills of self-evaluation;
- Understand their own strengths and areas that need development;
- Build confidence and independence;
- Work as part of a team;
- Demonstrate initiative and organisational skills;
- Learn beyond the school curriculum; and
- Understand the need for Health and Safety regulations and keeping safe at work.

Staff CPD

In order to support the provision of CEIAG;

- The curriculum plan is cross-referenced to careers links;
- The CEIAG coordinator attends annual training;
- A log is kept of all staff CPD relating to CEIAG activity and learning; and
- The School sub-contracts Year 11 careers interviews to a level 6 qualified professional.

Information for Parents

Stockport Academy maintains informative and up-to-date website content and signposting for parents to help them to engage in valuable conversations with their children around pathways planning. Parents are also supported and consulted through a number of events:

- Parent forum review meetings;
- Parents' evenings with career fairs for year 9 students;
- Career fairs for parents of year 11 students; and
- Signposting to college/university open days/evenings

Monitoring and tracking

CEIAG and employer engagement activities are evaluated and monitored in many ways:

- Evaluation forms completed by students, after each engagement experience;
- Action plans completed by students and independent careers advisor specifically for year 11;
- Evaluation of independent interviews is collated by the careers advisor;
- Student panels and success stories; and
- Destination data for Year 11 including an annual activity report for post-16 leavers.

Agreed by Stockport Academy LGB October 2026

Review Annually

Signed by Chair of LGB _____

David Robinson (Chair)

Date

Signed by Principal

_____

Janine McCann (Principal)

Date