



## Careers Programme

The Careers, Information, Advice and Guidance (CIAG) programme is designed to meet the needs of students at different stages of their learning journey. It is differentiated to ensure progression through activities that are appropriate to students' stages of career learning, planning and development. Consideration of SEND learners is taken into account and activities are differentiated to ensure an inclusive approach and equality of access.

All students have the opportunity to request an interview with an Independent Careers Advisor at any time throughout Key Stage 3 to Post 16.

Year Group	Summary of the Planned Programme	By the end of the Key Stage, all students will have:
7	Students will explore different routes for their future – weekly career focus in registration. Learn about Post 16 options from assemblies and external providers. Students will have sessions on personal finances and money management.	Students would have gained a basic understanding of their Post 16 options, the range of different careers that are linked to National Curriculum subjects and a basic understanding of how to manage their money once they are in employment.
8	Students will explore different routes for their future – weekly career focus in registration. Learn about Post 16 options from assemblies and external providers. Year 8 options event.	
9	Students will explore different routes for their future – weekly career focus in registration. Learn about Post 16 options from assemblies and external providers. Opportunities to visits top universities.	
10	Year 10 will have a careers day to learn about the different careers from external providers. They will also have the opportunity to be involved in a curriculum vitae (CV) workshop and mock interview experience. Lessons on employment rights will be explored within their Citizenship lessons. Students will also explore different routes for their future – weekly career focus in registration. Learn about Post 16 options from assemblies and external providers.	Students would have gained a detailed understanding of their Post 16 options and their choices after Post 16, in regards to A Levels, T Levels, apprenticeships, traineeships and vocational courses. They will understand the range of different careers that are linked to National Curriculum subjects and a good understanding of how to manage their money once they are in employment.
11	Year 11 will have a Post 16 day to explore the options available after their GCSEs and beyond. Students will explore different routes for their future – weekly career focus in registration. Learn about Post 16 options from assemblies and external providers.	
12	Students will have sessions either virtually or face-to-face on University Life, Student Finance, Higher & Degree	Students would have gained a detailed understanding of their

	Apprenticeships, Introduction to UCAS, and Skills Identification. They will also have support with applications to University, Apprenticeships and/or Jobs. Students will have the opportunity to gain further guidance on their CV and Cover Letter/Email. Students will have the opportunity to attend UCAS Higher Education Fairs and have the opportunity to gain work experience with top employers.	choices after Post 16, in regards to university courses and apprenticeships, traineeships and gaining employment. Students will gain a good understanding of student finance.
13	Students will have sessions either virtually or face-to-face on University Life, Student Finance, Higher & Degree Apprenticeships, Introduction to UCAS, and Skills Identification. They will also have support with applications to University, Apprenticeships and/or Jobs. Students will have the opportunity to gain further guidance on their CV and Cover Letter/Email. Students will have the opportunity to attend UCAS Higher Education Fairs and have the opportunity to gain Work experience with top employers.	

## Monitoring and Evaluation

New activities will be proposed to the Senior Leadership Team who must approve them before deployment.

The Principal will be responsible for the ongoing monitoring, review and evaluation of the careers programme. The evaluation will focus on how successful the activities and policy are in delivering its aims and objectives. The following sources of data will be considered when determining effectiveness and impact:

- Surveys/feedback from key stakeholders including students, parents, guardians and carers, and staff
- Student Council
- Feedback from Alliance Directors and form tutors
- Evaluation of one-off activities
- Evaluation of ongoing activities
- Destinations surveys carried out from Year 10 onwards
- NEET and destination data

