



UTC Plymouth

Careers Education Information Advice & Guidance (CEIAG) Policy/Statement

UTC Plymouth's Policy for Careers Education and Guidance (CEG)

Rationale:

Careers Education, Information Advice and Guidance is a major contribution to preparing our young people for the opportunities, responsibilities and experiences of life. Our CEIAG programme supports and helps them make a successful transition to adulthood:

- Preparing students for the opportunities, responsibilities and experiences of working life
- Enabling young people to sustain employability and achieve personal and economic wellbeing throughout their lives
- Supporting young people to achieve their full potential
- Empowering young people to plan and manage their own futures
- Providing comprehensive information on all options
- Raising aspirations
- Promoting equality, diversity, social mobility and challenging stereotypes

Purpose

UTC Plymouth is committed to career learning and development and fulfils its statutory obligations. Careers' learning supports the school's overall vision and is linked to School Development Plan.

The CEIAG programme at UTC Plymouth follows the principles of the Gatsby benchmark which sets out a framework of good practice:

1. A stable and embedded programme of careers education and guidance
2. Good quality information about future study options, jobs and the labour market
3. Opportunities for advice and support tailored to young people's needs
4. Subject teaching linked to careers
5. Several opportunities to learn from employers and employees
6. Experiences of workplaces
7. Opportunities to hear from representatives of FE, HE and apprenticeship providers
8. Personal guidance from a professionally qualified careers adviser, at the right time.

Personal Provision

Elements of the above will require access to individual information advice and guidance through:

- ❖ Internal staff, external careers adviser, employers, employees and visitors. The school prides itself with a huge network that supports KS 4 and 5 students who are seeking employment/apprenticeships.

- ❖ External sources using email, telephone, careers software linked to the school VLE, websites such as: The National Apprenticeship site, the National Careers Service, The Careers and Enterprise Company and Unifrog.

Commitment

UTC Plymouth is committed to providing all its students with a planned programme of careers education activities throughout their school career, with opportunities at key transition points to access impartial information and expert advice and guidance. It is also committed to maximise the benefits for students by using a whole school approach involving parents, carers, external IAG providers, employers and other local agencies.

Management

This area is supported by a link governor. A senior leader has strategic responsibility for CEIAG who supports the Careers Lead who has administration support. The school has responsibility for securing its external careers guidance through the National Careers Service. The Careers Lead oversee the structure for delivery by members of staff who have access to relevant training.

The senior leader team and CEIAG Lead will review and evaluate the provision with all stakeholders including young people and the external IAG service, taking into account the school's destination measure

Careers Hubb School

UTC Plymouth is a member of the Plymouth Careers Hub, A Careers Hub is a group of schools and colleges in a dedicated area who work together to deliver the Gatsby Benchmarks. Collaborating with business partners, the public, education and voluntary sectors, they help deliver the Gatsby Benchmarks and improve careers outcomes for young people.

Members of a Hub have a shared vision of how they'll work together to improve outcomes for the young people in their area. All Careers Hubs have access to support and funding to help them meet the eight Gatsby Benchmarks of excellent careers education. This includes:

- A 'Hub Lead' to help coordinate activity and build networks
- Access to bursaries for individual schools and colleges to train Careers Leaders
- Central Hub Fund of equivalent to £1k per school or college

Resources

The school will provide resources for the successful implementation of this policy through securing:

- ❖ An annual budget to cover internal needs, CPD opportunities and commissioning of external sources
- ❖ Adequate staffing with appropriate training
- ❖ Student and staff access to information (electronic and hardcopy)
- ❖ Designated space for individual and group/class sessions
- ❖ Careers software available through the student VL

Partnerships

The policy recognises the range of partners that support the CEIAG within our school.

These include:

- ❖ Formal arrangements with Plymouth Manufacturing Group (PMG), Babcock International, The Royal Navy, MOD DE&S, BD and Rittal-CSM, City College Plymouth, Skills Group SW
- ❖ Parents and carers
- ❖ Liaison with Higher education institutions, main establishment Plymouth University
- ❖ Employers and training providers (see above list)
- ❖ Amazing Apprenticeships ASK
- ❖ Unifrog
- ❖ National Careers Service
- ❖ The Careers and Enterprise Company – Hubb School, Plymouth Hubb
- ❖ Careers and Development Institute
- ❖ Building Plymouth – Adopted School Kier Living

Measuring of Career Education Provision

Compass - careers benchmark tool, by the careers and enterprise company

Compass+ is an evaluation tool used to quickly and easily evaluate our careers activity against the eight benchmarks of best practice – known as the Gatsby Benchmarks.

The tool was built in partnership with the Gatsby Charitable Foundation, to help easily discover our strengths and find areas for improvement. Once completed, the tool will provide the careers team with a confidential report and resources to help us achieve each benchmark. The College is aiming for a score of 100% within each benchmark.

The Compass tool allows us to:

- Evaluate your careers activity termly
- Compare our school to each of the eight Gatsby Benchmarks
- Compass+ Identify areas for improvement, with resources to help meet targets
- Result as the basis for our careers plan for the year and next academic year

Quality Assurance of Evaluation Tool:

We measure our careers education activities against the Gatsby Benchmarks. This process is scrutinised independently by the Heart of the South West Careers Hub (which UTC are a member of), Where we are assigned a coordinator who quality assures our evaluation answers by challenging our outcomes to be evidence based.

Careers Lead:

The nominated careers leader for UTC Plymouth is Peter Bragg. Peter is an Assistant Head at UTC Plymouth and leads the CEIAG programme and has a strategic responsibility within his role as a member of SLT. Peter is a registered Careers Leader through the Careers Development Institute (CDI)



Approval and review

Approved November 2021
by Governors at Curriculum and Standards Committee

Next review: November 2022

Signed:

A handwritten signature in black ink, appearing to read 'Nick Buckland'. The signature is stylized with a vertical line for the 'N' and a horizontal line for the 'B'.

Nick Buckland Chair of Governors

Signed:

A handwritten signature in black ink, appearing to read 'Polly Lovell'. The signature is written in a cursive style.

Polly Lovell Principal