



Academies Trust

Co-op Academy Southfield CEIAG Programme

2022-23

Approved by: Date :	Last reviewed: November 2022	Next review due by: November 2023

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Rationale and Vision

Our academy is committed to ensuring all of our students have access to personalised career guidance and to a range of adult service providers, including supported employment where appropriate, to support them in considering their future. To help us do this we align our CEIAG Plan to the Gatsby Benchmarks which have been explicitly referenced throughout the DfE's Careers Strategy (December 2017) the Statutory Guidance for careers (January 2018) and aligns to the delivery of independent careers guidance to year 8-14 pupils in accordance with section 42A of the Education Act 1997.

The 8 Gatsby benchmarks are outlined below:

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each student
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experience of work places
7. Encounters with further and higher education
8. Personal guidance

These benchmarks have been interpreted in a way that allows us to provide meaningful experiences that develop 'skills for life', for students within our key stages. Our definition of careers is 'preparing students for the next steps and a meaningful life beyond Southfield'.



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The vision for the development of CEIAG across our academy is to provide the very best opportunities to enable our students and their parents/carers to make informed decisions throughout, and beyond, their school life. By using the Gatsby benchmarks as a framework of best practice we have a CEIAG programme that meets the needs of our ever changing cohort of students. Our plan promotes equality of opportunity, celebrates diversity and challenges stereotypes whilst inspiring, raising aspirations and giving our students an optimistic outlook on life and their place in the adult world.

We are always guided by our Co-op values:

Do what matters most

What matters most is ensuring that our students achieve the best possible outcomes.

Be yourself, always

We bring our best self to work, so that we each contribute a bit of our own unique Co-op difference, and respect others for doing the same.

Show you care

We care about our Co-op, our colleagues, our members, our students, their parents and communities, now and for the future.

Succeed together

Cooperating is what makes us different; we're better and stronger when we work together.



Intent

Our CEIAG programme is both bespoke and unique to our academy and is reviewed on an annual basis to meet our students needs based on our monitoring and evaluation processes. We are committed to providing students with a range of learning opportunities and experiences throughout the curriculum that support students in preparing for adulthood and that reflect our academies context and core values. Our programme is designed to entitle all learners to develop their knowledge, skills, understanding and go on to destinations that meet their aspirations and interests. With this in mind we aim:-

- To create a vocational profile for each student that gives a rich picture of their experiences, abilities, preferences and skills. This vocational profile is used to support students, families, teachers and other agencies to make informed decisions about future destinations. **(Gatsby Benchmark 1 - 8)**
- To prevent pupils leaving and becoming NEET **(Gatsby 1 - 8)**
- To contribute to strategies for raising achievement, especially by increasing motivation, attitude to learning and attendance **(Gatsby 3)**
- To support inclusion, challenge stereotyping and promote equality of opportunity **(Gatsby Benchmark 3,4)**
- To encourage participation in future learning including through SEND adult services providers, FE colleges and supported internships where appropriate. **(Gatsby Benchmark 7,8)**
- To develop enterprise, employment and life skills **(Gatsby 2,3)**
- To reduce drop out from and course switching in education and training **(Gatsby 3,5,6,7,8)**
- To contribute to the economic prosperity of individuals and communities **(Gatsby 2,5,7)**
- To meet the needs of all our pupils through appropriate differentiations **(Gatsby 3)**
- To focus students on their future aspirations and opportunities **(Gatsby 3,4,8)**
- To involve parents and carers through regular communication in addition to annual reviews of the EHCPs **(Gatsby 1,2,5,6,7)**
- To meet the needs of our current cohort of students across each pathway **(Gatsby 1,3)**
- To use current Local Offer information to enable students, staff and parents to engage actively with local information so that they can increase their knowledge and understanding about the world of work. **(Gatsby 1,2,3)**



- To use student's parents, staff feedback to reflect on our current provision in order to develop our future CEIAG programme **(Gatsby 1,2,3)**
- All stakeholders have a clear understanding of CEIAG and rationale and vision **(Gatsby 1)**
- To monitor and evaluate current provision in order to ensure our programme is quality assured in line with other curriculum areas **(Gatsby 1)**
- To share best practice with other Co op academies at network events to ensure reflection and development of own programme **(Gatsby 1)**
- To ensure all students and or families actively engage with their vocational profile **(Gatsby 1,2,3)**

Implementation

Our programme is taught via bespoke activities, subject curriculum, extracurricular activities and a wide range of enrichment activities.

Throughout the KS5 CEIAG is accessed by all at Co-op Academy Southfield. CEIAG is delivered by a wide range of providers such as our tutors, teachers, support staff, visits from or to FE colleges and other post 19 providers i.e. Mind the Gap, SORM and so on, alumni visits, visiting employers and employees, the travel training unit and local adult service providers. This delivery includes bespoke transition lessons, workshops, work visits, work experience, transition fairs and via subject curriculum. Our students are provided with a variety of opportunities with suitable support and are encouraged to explore all possible pathways they may take in the future, to ensure they have the very best start in life. In each strand specific staff are encouraged to undertake CPD to support CEIAG in their pathway. Parents are also encouraged to attend our annual transition / Careers events where a range of post 19 and adult service providers are available to speak to as well as availability of printed materials to take away.

We aim to ensure that all our students:

- Can communicate to keep themselves safe
- Can identify likes and dislikes
- Are given choices



- Develop characteristics such as social skills, communication and resilience
- Develop an understanding of the world of work and how to respond appropriately
- Are supported to make effective choices about their future
- Are prepared for the transition process to life beyond Southfield

CEIAG Activities in KS3	CEIAG Activities in KS4	CEIAG Activities in KS5
Displays about enterprise and work	Displays about enterprise and work	Displays about enterprise and work
Job of the Week	Job of the Week	Job of the Week
EHCP Annual Target Setting	EHCP Annual Target Setting	EHCP Annual Target Setting
Mentoring & Academic Curriculum Support	Mentoring & Academic Curriculum Support	Mentoring & Academic Curriculum Support
Access to a range of extra-curricular events and community participation activities	Access to a range of extra-curricular events and community participation activities	Increased community participation, and to activities identified within the Bradford Local Offer



Class based discussions about work students might like to do in the future, where they might want to live in the future, and how they could live independently, things that they want to do in the community (hobbies and interests) and their future health needs.	School-based volunteering opportunities - both at a supported and independent level	School-based and external volunteering opportunities. Students within KS5 also have access to our work experience programme which includes managing the school bank, running a community cafe or organising large scale school events. Students can apply for a work experience placement by referring to the Jobs Board in the Sixth Form Centre.
Professional relationships are forged with feeder primary schools to establish the information and skills development opportunities that students have accessed, so that early and targeted intervention can be provided to support independence and preparation for adult life.	Opportunity for workplaces visits (as part of curriculum study)	Opportunity for workplaces visits (as part of curriculum study)
Access to PSD curriculum	Employee Talks and Assemblies	Employee Talks and Assemblies
	A curriculum that provides sequenced learning relating to Enterprise and the World of Work	A curriculum that provides sequenced learning about Enterprise and the World of Work. KS5 students have a wider range of access to creating and running small enterprises
	Careers Fair	Access to PSD curriculum
	Access to PSD curriculum	Packages of provision for students across five days a week
	Transition support into Post 16 - Education and Adult Services	Careers Education Lessons (6 x 1 hr)
	Access to personal guidance	Vocational profiles



		Careers Fair
		Transition support into Post 16 and Post 19 - Education and Adult Services
		Applications for Transition Social Workers
		Transition events and activities with Post 19 providers
		College Open Day Events
		Access to personal guidance

SEND and other vulnerable groups

CEIAG activities are differentiated to be inclusive. Each Key Stage delivers bespoke activities that are meaningful to their cohort.

Impact

Measuring the impact of our CEIAG programme supports us to develop it on a termly / annual basis and to know that we are making a positive and empowering difference. We value quantitative and qualitative feedback from all stakeholders and ensure our evaluations lead to change / amendments in our future planning. We undertake internal and external quality assurance to ensure our intent and implementation is in-line with our expectations. We measure impact in the following ways:

- Positive destinations data for all
- Tracking of Compass over time
- Reduced NEET (or not accessing an adult service/adult social care) figures over time
- Feedback and evaluation for all events, both quantitative and qualitative
- Evidence for Learning used to track student activities over time
- Monitoring of Progress against EHCP targets
- Reviewing progression data over time ie take up of Supported Internships, entry into FE, adult services and adult social care



Useful websites

Links to various FE colleges

<https://www.bradfordcollege.ac.uk/>

<https://keighleycollege.ac.uk/>

<https://www.shipley.ac.uk/>

<https://www.henshaws.org.uk/what-we-offer/college/>

<http://penninemagpie.co.uk/>

Adult Service Providers

<https://localoffer.bradford.gov.uk/>

Supported Internships

<http://projectsearchbradford.org.uk/>



Apprenticeships

<https://www.gov.uk/apply-apprenticeship>

<https://www.ucas.com/apprenticeships-in-the-uk>

<https://www.apprenticeships.gov.uk/>

<https://www.prospects.ac.uk/jobs-and-work-experience/apprenticeships>

<https://allaboutapprenticeships.co.uk/>

<https://amazingapprenticeships.com/>

<https://careerfinder.ucas.com/jobs/apprenticeship/>

Careers Games

<https://panjango.com/pages/panjango-online>

<https://icould.com/buzz-quiz/>



Online platforms

www.startprofile.com

www.unifrog.org

www.cascaid.co.uk/xello/

www.grofar.com

www.futuregoals.co.uk/remot

Other

<https://nationalcareers.service.gov.uk/> (provides information, advice and guidance to help you make decisions on learning, training and work)

<https://www.careersbox.co.uk/> (A great source of up to the minute job profile films)

<https://icould.com/> (Career videos to find out about a wide range of careers and opportunities. Take the Buzz Quiz – it's great fun!)

<https://www.gov.uk/government/publications/careers-of-the-future> (what does the future hold!)

<https://successatschool.org/>



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<https://www.notgoingtouni.co.uk/> (opportunities if you decide university is not for you)

<https://uk.job-applications.com/> (has useful videos, demonstrating how to complete the online applications for many top companies in the UK, as well as providing detailed information on salaries and interviews. Application forms can be printed off directly from this site.)

<http://www.talkingjobs.net/> (An online video player that delivers a series of career case studies)

<https://www.skillsbuilder.org/homelearning>

<https://www.thewowshow.org/students/>

<https://fledglink.com/>