

WATFORD GRAMMAR SCHOOL FOR BOYS



CAREERS EDUCATION, INFORMATION, ADVICE & GUIDANCE (CEIAG) POLICY

Headmaster's signature

A handwritten signature in black ink, appearing to be 'J. A. ...'.

03/02/2020

Chair of Governors' signature

A handwritten signature in black ink that reads 'Stephen A. Nokes'.

03/02/2020

1. Rationale

WBGs is committed to the pursuit of excellence. Students thrive in an environment of academic rigour; all students receive the benefit of outstanding teaching and rich extracurricular opportunities; we promote values, skills and character traits which help prepare students for the world after school. In addition to this, however, all students require information, advice and guidance at key times in their secondary education in order to make informed decisions about their options; and we seek to inspire all students to have the highest expectations about the careers they might enter and to prepare them for such careers. Although a majority of WBGs students choose broadly similar pathways at 16 and 18, a significant minority require support in choosing a wider range of alternative pathways. Our ultimate goal is to provide all students with the qualifications, skills and confidence to achieve life-long well-being in their work.

2. Commitment

WBGs has a statutory duty to provide impartial careers information, education and guidance to all students from Year 8 to Year 13. We recognise this as a duty to provide information, advice and guidance to students so that they are inspired and motivated to fulfil their potential. The duty also extends to providing students with real-life contacts with the world of work which can help them understand where different choices can take them in the future.

WBGs complies with the terms of the Education Act 2011 and endeavours to follow best practice guidance in publications such as DfE's 'Careers guidance and inspiration in schools' (March 2015). In 2016 we audited our provision using a framework provided by the National Foundation for Educational Research (jointly published with the ACSL, ATL and the 157 Group); we have also engaged in an audit conducted by the Careers & Enterprise Company, in particular to identify and develop our work-experience related provision. Since 2016 we have met regularly with partners from the Careers & Enterprise Co and we now meet termly to review and plan developments in our provision, striving to meet the Gatsby Benchmarks. Developments in our CEIAG provision feature significantly in recent School Development Plans.

3. Aims

The Aims of CEIAG provision at WBGs are:

- To thoroughly prepare all students for the next stage in their education or training;
- To promote a culture of high expectations in students and inspire students at WBGs to think imaginatively and ambitiously about their future career options;
- To promote the value of all subjects, but to emphasise the importance of English and Mathematics; above and beyond most schools, to make students aware of and provide opportunities to explore careers in science, technology, engineering and Maths;
- To expose students to a range of interactions with employers;
- To liaise with and secure access for students to all relevant other sources of CEIAG provision, including local employers and Youth Connexions;
- To manage the resources available for CEIAG such as to maximise the effectiveness of the provision.

4. Implementation

Leadership & Management

A member of the Senior Leadership Team (currently Jim MacLeod) has lead responsibility for CEIAG. The SLT Lead Co-ordinator of CEIAG liaises in particular with the Heads of Year (HoYs), the Head of PSHE and admin support in order to effect the delivery of CEIAG in the school. Support in making UCAS applications is provided by a member of staff with a TLR who works in conjunction with the SLT Lead. Another member of staff receives a TLR for running Engineering and Enterprise activities. .

Staffing

All staff contribute to CEAIG through their roles as teachers and form tutors. Specialist provision is also provided by Youth Connexions (YC). The Careers Programme is planned, monitored and evaluated by the SLT Lead in consultation with senior colleagues and HoYs. Administrative support is also provided.

Partnerships

The school has an annual agreement with YC for the provision of external guidance, information and curriculum support. The school meets with YC in advance of each academic year to plan for the effective delivery of support to students and meets regularly through each year to monitor and evaluate the provision.

Between 2016-18 the school was formally linked to Airbus plc through the Careers and Enterprise Company and benefits from an Enterprise Adviser from Airbus, Ranjit Manku. Ranjit attended SLT meetings and meets regularly with the SLT Lead.

The school has a strong and developing relationship with the Old Fullerians Association. The Annual Year 12 Careers Day engages a large number of alumni in providing mentoring advice to students.

Curriculum

The CEIAG curriculum includes careers education lessons, assemblies, group and individual mentoring opportunities, on-line resources, work-related learning and events. There are aspects of the curriculum which are delivered to all students, and opportunities which are provided where individual student need has been identified, or where students opt to be included.

Evaluation and Review

The school's CEIAG provision is reviewed regularly by the school's SLT. The CEIAG Policy is reviewed on an annual basis. Specific CEIAG activities (eg Options Evenings, Year 12 Careers Day) are evaluated after each event. Curriculum delivered in PSHE is monitored by the Head of PSHE; curriculum delivered in pastoral time is monitored by the relevant HoY and Assistant Headteacher for that part of the school. Evaluations of this provision are then made in the relevant middle leaders annual SEF (self-evaluation form) and inform the evaluation of overall impact made by SLT. Students and parents are also regularly invited to evaluate CEAIG provision through questionnaires and the School Council. The school also reviews its provision termly with the Careers & Enterprise Company and uses the 'Compass Tool' to measure progress towards the Gatsby Benchmarks.