CAREERS EDUCATION

September 2026-2027

Stewards Academy

Part of the Passmores Co-operative Learning Community

Company no: 7736246

Introduction

Rationale

Through a planned programme of activities, Careers Education, Information, Advice and Guidance (CEIAG), Stewards Academy seeks to help all students take their place as suitably qualified and responsible adults within society. The focus is upon career and option choice, raising the aspirations and achievement of individual students and equipping them with skills, attitudes, knowledge and understanding as a foundation for managing their lifelong career and learning with the hope of improving social mobility within the local area.

Commitment

The school is committed to fulfilling the statutory and legal obligations of CEIAG and in the past have been awarded the Quality in Careers Standard, which clearly demonstrates the school's ongoing commitment to:

- Providing a planned programme of activities to which all students from Years 7 – 11 are entitled which will help them to plan and manage their careers
- Providing IAG which is impartial, unbiased and is based on individual needs
- Ensuring that the CEIAG programme follows local, regional, and national frameworks for good practice and other relevant guidance including the updated January 2023 Statutory guidance: 'Careers guidance and access for education and training providers', Ofsted guidance and the Gatsby benchmarks for good career guidance.

Entitlement

All students at the school have access to a high-quality programme of impartial careers education supported by personalised information, advice and guidance delivered by qualified professionals. Curriculum activities have clear learning outcomes, enabling the school to assess both individual progress and the effectiveness of the programme. The school ensures that a range of education and training providers are invited to events / activities so that they have access to students from year 7-11 for the purpose of informing them about career pathways, including approved technical qualifications and apprenticeships. Where possible, students will be provided with the opportunity of engaging with employers each year (see career programme for more details).

Purpose

The purpose of CEIAG in this school is to contribute to the achievement of the following objectives:

- motivating students and empowering them to plan and manage their own futures, including their learning journey;
- responding to students' individual needs and promoting their personal development, enabling them to use individual plans to assist their progression, with more personalised intervention for those with SEND (Special Educational Needs and Disability), EHCP (Education, Health, and Care Plan) or those who are or have previously been looked after;

- supporting students to make informed learning and career choices by providing them access to a range of resources including on-line tools, experts, training providers, employers, coaches and mentors (including e-mentors)
- raising students' aspirations through practical activities that enable them to explore opportunities in learning and work, including higher education, that they might not otherwise have considered;
- promoting equality of opportunity and challenging stereotypes, including through the use of role models;
- improving attainment, transition and progression by providing curriculum activities that develop students' career exploration and management skills and supporting this with personalised information, advice and guidance.

Delivery

Curriculum opportunities

There is a planned programme of learning experiences from Year 7 to Year 11 that include:

- core learning activities taught by specialist staff within form time lessons;
- reinforcement of learning through all subjects and learning programmes;
- additional activities for each year group, including a variety of visits, talks, mock interview day and other career-related activities delivered by employers and local agencies including higher education.
- access to a range of STEM activities through lessons.

Management

This area is supported by a link governor. A senior leader has strategic responsibility for CEIAG, and line manages the careers co-ordinator. The co-ordinator's role includes:

- developing and updating schemes of work to ensure they continue to meet students' needs and take account of national requirements and guidance;
- managing and organising targeted activities for each year group, including the common application process;
- liaising with subject leaders to agree how their subject will contribute to CEIAG, particularly in terms of contributing to students' knowledge and understanding of the opportunities that their subject opens up;
- liaising with external partners who contribute to CEIAG – for example, parents and carers, other learning providers, the careers advisor, employers and local agencies;
- managing the resources allocated to CEIAG;
- identifying and overseeing student assessment procedures and strategies for monitoring, reviewing and evaluating the effectiveness of provision;
- communicating with the senior leadership team and governors.
- identifying staff training needs through a needs analysis and training planned and delivered in accordance with need.
- reviewing of the school's adherence to the Gatsby Benchmarks through Compass, an on-line self-evaluation tool for schools.

Staffing

CEIAG is planned, monitored, and evaluated by the co-ordinator, the careers advisor and with the aid of teachers in other curriculum areas. CPD opportunities are provided by and for the career's advisor and others in response to specific needs identified through the school's annual Training Needs Analysis. The careers adviser is qualified to Level 6 and is on the CDI professional register and the school follows the CDI code of ethics.

Approvals and review

The policy was approved by the Local Governing Body on the **23rd September 2026**. It will be reviewed annually or sooner if there are changes to procedures or legislation.