



# CHURCHER'S COLLEGE

## **CAREERS EDUCATION, INFORMATION, ADVICE AND GUIDANCE (CEIAG) POLICY**

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SENIOR SCHOOL

June 2025

## 1 Introduction

- 1.1 This policy relates to all pupils at Churcher's College Senior School. Throughout this document the terms "the school" and "Churcher's College" refer to Churcher's College Senior School and Sixth Form.

## 2 Commitment and Vision Statement

- 2.1 Our CEIAG Policy arises from and supports the school's overall vision and is linked to the School Strategic Development Plan. This policy has been adopted as a mark of the importance that Churcher's College places on CEIAG and Work Related Learning (WRL). It recognises their contribution to achievement and wellbeing of pupils by raising aspirations, challenging stereotypes and empowering young people to make informed choices about their futures.

## 3 Aim

- 3.1 To provide an impartial and effective CEIAG programme at Churcher's College which educates, inspires and motivates young people across the age range and irrespective of background, to achieve their full potential. The school: -
- is committed to preparing pupils to manage their future education and career path throughout adult life through a programme of CEIAG and WRL.
  - is committed to achieving excellence in this provision.
  - will ensure that all pupils have equity of access to impartial careers advice and guidance from external sources.

## 4 Policy Development

- 4.1 The school CEIAG Policy was developed by the Deputy Head of Sixth Form (Futures) using the key documents and legislation below: -
- CDI frameworks for careers, employability and enterprise education (2023).  
[CDI 90-Framework-Career\\_Development\\_skills-web.pdf \(thecdi.net\)](#)  
[CDI Framework - Career Development Institute](#)
  - The Gatsby Benchmarks.  
[Good Career Guidance | Education | Gatsby](#)  
[Gatsby Benchmarks Explained](#)  
[Gatsby Good Career Guidance Summary for Schools](#)  
[Gatsby Good Career Guidance: The Next 10 Years](#)  
[Gatsby Benchmarks | The Careers and Enterprise Company](#)
  - Careers guidance and access for education and training providers. Statutory guidance for schools and guidance for further education colleges and sixth form colleges. Department for Education, May 2025.

[Careers guidance and access for education and training providers - GOV.UK.](#)

- The Independent School Standards: Guidance for independent schools para 2.17. (DfE, April 2019)  
[The Independent School Standards - Guidance for independent schools](#)
- ISS Regulations 2014  
[The Education \(Independent School Standards\) Regulations 2014](#)
- A Practical Guide to the Independent School Standards pages 84-86
- Churcher's College Strategic Development Plan: 2025 – 2030

4.2 Reflecting the above key documents, it is recognised that CEIAG and WRL are important as they: -

- make a major contribution to preparing pupils for the opportunities, responsibilities and experiences of life
- empower young people to plan and manage their own future
- provide comprehensive information on all options
- raise aspirations
- promote equality, diversity, social mobility and challenge stereotypes
- support young people to sustain employability and achieve personal and economic wellbeing throughout their lives

## 5 Specific Aims and Learning Outcomes

5.1 CEIAG and WRL provision has been developed using the Career Development Institute Framework.

5.2 A school Statement of 'Opportunities for Pupils' has then been created using this Framework and may be found at **Appendix 1**.

## 6 Implementation

6.1 The Churcher's College Futures Diagrams for the Senior School at **Appendix 2** and for the Sixth Form at **Appendix 3** details all current provision. Opportunities for external providers to access opportunities within our programme may be found in the Provider Access Policy at **Appendix 4**.

The online platform Unifrog is also used with all pupils. Pupils have a personal account; separate, independent, access is also available to all school parents.

There are also extensive and regularly updated resources on our Virtual Learning Environment 'Firefly'.

- 6.2 The CEIAG programme is delivered in PSHE (in the Senior School) and Enrichment (ENRICH and 'Your Journey of Life' (YJOL) in the Sixth Form) and also as part of the extra-curricular programme.
- 6.3 The CEIAG programme is taught/delivered by the PSHE and Enrich teaching teams, Form Tutors (YJOL) and Deputy Head of Sixth Form (Futures). External speakers are also used.
- 6.4 Parents, Old Churcherians and other volunteers are used extensively in the extra-curricular programme including careers-related talks and workshops and breakfast networking meetings, the Lower Sixth Networking Evening, interview coaching, presentation skills coaching, mock interviews and the Futures Convention.

## 7 Key Personnel

- 7.1 The **Senior Management Team (SMT)** is responsible for the allocation of sufficient resources to enable delivery of an effective programme.
- 7.2 The **Deputy Head of Sixth Form (Futures)** is responsible for CEIAG and WRL induction training for all new staff, the strategic direction and practical implementation of this policy, including procuring all appropriate resources and liaising with stakeholders about the development of the programme.
- 7.3 The **Head of Sixth Form** and the **Sixth Form Team** liaise closely as a team with the Deputy Head of Sixth Form (Futures) ensuring the most effective provision is made for Sixth Formers as they make decisions about education and employment after A Levels.
- 7.4 The **Heads of PSHE/Enrich/YJOL** are responsible for assisting the Deputy Head of Sixth Form (Futures) in integrating an effective programme of careers education into their programmes, providing resources and training teachers appropriately.
- 7.5 **Heads of Department** are responsible for considering how careers education can be built effectively in to their subject curriculum to help pupils recognise the links between the knowledge and skills that they acquire in lessons and the careers possibilities linked to that subject.
- 7.6 **Pastoral Staff** including **Heads of House, Personal Tutors, Form Tutors** and **Curriculum Support** are responsible for ensuring that pupils engage with CEIAG.
- 7.7 **All Teaching and Pastoral Staff** liaise closely with the Deputy Head of Sixth Form (Futures) regarding the referral of pupils for individual advice and guidance if it is felt that additional support is required at any point in a pupil's school career.
- 7.8 The **Compliance Officer** supports the Head of Futures with respect to highlighting changes in policies and other updates (for instance the ISI) relating to CEIAG.

**8 Monitoring, Review and Evaluation of the Programme**

- 8.1 The Deputy Head of Sixth Form (Futures) is responsible for the monitoring, review and evaluation of the programme which is done on a rolling basis using the CDI Framework, Compass Tool [Info | Compass \(careersandenterprise.co.uk\)](https://careersandenterprise.co.uk) and feedback surveys from the pupils, parents and staff. Additional reviews are carried out reactively if there is a change in national policy or guidelines. ISI requirements are also monitored for any changes that may impact and involve changes to our current CEAIG and WRL provision. The Deputy Head of Sixth Form (Futures) is responsible for implementing these changes.

**9 Partnerships / Service Level Agreements**

- 9.1 We work in partnership with Unifrog and freelance Careers Advisers in the delivery of some aspects of our CEIAG and WRL programmes: -

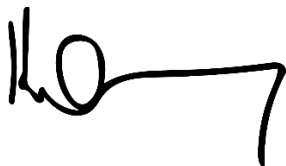
9.1.1 Unifrog provides a careers and higher education information and research platform. We also use their quizzes and search tools in our PSHE programme. In addition, Unifrog provide training, advice and resources for teachers plus online conferences and work experience for pupils.

9.1.2 Freelance Careers Advisers see the whole of the 5<sup>th</sup> Year at the beginning of the autumn term to support pupils making their post-16 choices.

**10 Policy Review**

- 10.1 A policy review by the Deputy Head of Sixth Form (Futures) will take place every 12 months unless a lesser period is deemed necessary.

Signed:



Date: 4<sup>th</sup> June 2025

Dr K Verney, Deputy Head of Sixth Form (Futures)

<b>Authorised by</b>	Deputy Head (Academic) Delegated to: Deputy Head of Sixth Form (Futures)
<b>Date</b>	June 2025
<b>Date of next review</b>	June 2026 or earlier as required

## Glossary

A **Career** is an individual's journey through learning and work over a lifetime; their school career being the first step.

**CEIAG** refers to a coherent programme of careers education supported by personalised information advice and guidance tailored to the individual needs of the pupil. Together they equip young people with the knowledge and skills that they need to make realistic and informed choices about their progression through learning and work.

**Careers Education** refers to careers teaching and learning which helps young people develop the knowledge, confidence, attitudes, aspirations and skills that they need to make well informed choices and plans that enable them to progress smoothly into further learning and work.

**Careers Information** refers to the range of career and course related material that can readily be accessed by pupils.

**Careers Advice and Guidance** refers to the targeted interventions to meet the individual needs of the pupil. This includes face-to-face interviews, group work and the use of carefully selected on-line resources. This is delivered by school staff supplemented by a range of independent sources including external careers advisers, employers, educational establishments, alumni and other organisations.

**Work Related Learning** is planned activity that uses the context of work to develop knowledge, skills and understanding useful in work, including learning through the experience of work, learning about work and working practices, and learning the skills for work.

## **APPENDIX 1**

### **CHURCHER'S COLLEGE PUPILS' CAREERS OPPORTUNITIES**



## **Opportunities**

As a pupil at Churcher's College, you have many opportunities available as part of our programme of work and career related learning, careers information and impartial advice and guidance. This is designed to help you to recognise and develop your skills and abilities, know what opportunities are available in the world of work and to make plans to help you achieve your education and career goals.

### **Across all years you may expect: -**

- access to a planned programme relevant to your year group
- to access careers and higher education resources via Unifrog (an on-line career and Higher Education platform) and via our Virtual Learning Environment 'Firefly'.
- help to recognise your likes, dislikes, influences, strengths and preferences in relation to career decisions
- information about the world of work and how the labour market is changing
- information about further and higher education, training and apprenticeships and employment routes
- to take part in activities which challenge stereotyping and raise your aspirations
- to develop skills and qualities to improve your employability
- to develop enterprise skills
- to be well prepared for different transitions
- help to develop financial skills
- to develop and strengthen your personal presentation skills
- signposting to relevant up-to-date and impartial sources of careers information and advice
- to be motivated and inspired to aim high and to be educated and empowered to do so

### **By the end of 3<sup>rd</sup> Year all pupils will: -**

- begin to develop an awareness of individual skills, strengths and preferred learning styles in relation to post 16 pathways and future career goals
- receive careers information and participate in Options Evening where you can access information about different curriculum areas and the implications of studying specific subjects at GCSE level
- participate in an enterprise event ('Green Dragon's' day)

### **By the end of 5<sup>th</sup> Year all pupils will: -**

- experience careers education, focused on personal development, knowledge and awareness of current labour market information, educational pathways and employability skills through the PSHE programme including a career-testing and Careers Adviser meeting package
- be offered at least one individual appointment with a qualified, independent, impartial careers adviser
- devise an action plan towards career goals
- have participated in activities focusing on employability skills
- have been given the opportunity to speak to representatives from various sectors of the world of work

- have developed financial capability skills
- have produced and reviewed a curriculum vitae
- understand how to write a covering letter
- have been given impartial advice and guidance on post-16 education, employment and training and apprenticeship options
- have received a regular newsletter, containing up-to-date information on higher education taster days, apprenticeship and job opportunities
- have developed presentation and interview skills
- be able to access careers information and resources via platforms such as Unifrog, Firefly and other signposted resources
- have been given the opportunity to speak to higher education institutions such as universities
- have opportunities to evaluate individual achievements
- have had access to support organising work experience

**By the end of Sixth Form all pupils will: -**

- have had the opportunity for a one-to-one meeting with the Head of Futures to discuss post-Churcher's plans
- have attended the in-house Futures Conference
- have good knowledge about the options available to them at 18+
- have produced and reviewed a curriculum vitae
- have written a covering letter
- have attended at least one networking evening and workshop
- have had access to the Oxbridge, Medical, BioVet and other specialist programmes
- participate in an enrichment and tutorial programme focused on personal development
- have developed independent research skills
- have had the opportunity to meet university representatives
- have had the opportunity to meet apprenticeship providers
- have been given multiple opportunities to engage with the workplace
- have had access to support organising work experience
- have been given the opportunity to have interview coaching
- have been given the opportunity to attend a presentation workshop
- have received a regular newsletter, containing up-to-date information on higher education taster days, apprenticeship and job opportunities
- understand the UCAS process and be able to research different universities and courses using online resources
- have information and support with financial planning for university, work and training
- write a personal statement for a UCAS, apprenticeship or job application
- have been mentored through the university application process or supported with apprenticeship, job or training applications
- have access to information on how to apply for internships, sponsorships or gap year placements
- be given the opportunity to take part in enterprise and challenge activities
- have the opportunity to undertake the Extended Project Qualification

## **APPENDIX 2**

### **SENIOR SCHOOL FUTURES PROGRESSION DIAGRAMS**




### FIRST - THIRD YEAR

- Annual Futures Convention
- Futures Newsletters
- Subject specific careers talks organised by individual departments
- External visits
- Careers assemblies to support specific year group programmes
- Open access, one-to-one meetings with the Head of Futures
- Virtual Learning Environment (Firefly) Futures resources
- Access to the Futures platform (Unifrog)



### FUTURES



### FIRST YEAR

Three-week careers package in PSHE

Unifrog launch


### SECOND YEAR

Three-week careers package in PSHE

### THIRD YEAR

Three-week careers package to support GCSE options

GCSE Options Evening



### FUTURES



### FOURTH & FIFTH YEAR

- Annual Futures Convention
- Futures talks
- Breakfast networking events
- Half-termly Futures Newsletter
- Subject specific careers talks organised by individual departments
- External visits
- Careers assemblies to support specific year group programmes
- Graduate Job Market talk by an external speaker
- Open access, one-to-one meetings with the Head of Futures
- Work experience/shadowing support
- Resources on Virtual Learning Environment (Firefly)
- Access to the Futures platform (Unifrog)

### FUTURES



### FOURTH YEAR

Four-week PSHE programme 'All About Me'

Advanced, Higher and Degree Apprenticeships assembly

### FIFTH YEAR

Two-week PSHE careers research

Assembly about making 16+ decisions

Meeting with external Careers Adviser

CV writing

Support with A Level/further education choices

### FUTURES



## **APPENDIX 3**

### **SIXTH FORM FUTURES PROGRESSION DIAGRAMS**



## SIXTH FORM

- Annual Futures Convention
- Futures talks
- Breakfast networking programme
- One-to-one meetings with the Head of Futures available at all times
- External trips and visits
- Assemblies to support year group PSHE programmes
- Bi-termly Sixth Form Futures newsletter
- Graduate job market talk by an external speaker
- CV writing and employment skills lessons
- Support with UCAS and other applications
- Support preparing for university admissions tests
- Resources on Virtual Learning Environment (Firefly)
- Access to the Futures platform (Unifrog)
- Support for Armed Forces applications (workshop and mock board)

## FUTURES



## LOWER SIXTH

### Networking Evening

### In-house, 2-day Futures Conference

### Interview coaching

With external interview coaches

### Higher Education evening

With external speaker to introduce the process of choosing and applying for university

### Oxbridge, Medical, BioVet, Law, Music, Art, Architecture and Engineering Programmes


#### Also available:


- Parents' presentation for HE applications
- Visit to UCAS 'Create Your Future' exhibition
- Work experience/shadowing support
- Presentation workshops

## FUTURES









## UPPER SIXTH

**Higher Education assemblies**  
Providing further information and support to complete UCAS/other applications and for making firm and insurance choices

**Specialist support programmes**  
Continuation of programmes such as Oxbridge, Medical & BioVet

**Mock interviews**  
These take place throughout the autumn and spring terms

**Post-A Level support**  
Guidance in gap year, at university and in transition to work

**FUTURES**



## **APPENDIX 4**

### **CHURCHER'S COLLEGE PROVIDER ACCESS POLICY DOCUMENT 2025 - 26**

## Churcher's College Provider Access Policy

### Introduction

This policy statement sets out the school's arrangements for managing the access of providers to pupils at the school for the purpose of giving them information about the provider's education or training offer.

### Pupil Opportunities

All pupils in Years 8 – 13 have the opportunity to: -

- Find out about technical education qualifications and apprenticeships opportunities, as part of a careers programme which provides information on the full range of education and training options available at each transition point.
- Hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships – through options events, assemblies and group discussions and taster events.
- Understand how to make applications for the full range of academic and technical courses.

### Management of Provider Access Requests

#### Procedure

A provider wishing to request access should contact Dr Kirsty Verney, Deputy Head of Sixth Form (Futures), 01730 268323, [kverney@churcherscollege.com](mailto:kverney@churcherscollege.com) ideally at least a term in advance.

### Opportunities for Access

A number of events, integrated into the school careers programme, will offer providers an opportunity to come into school to speak to pupils and/or their parents/guardians

	Years 10 – 13	Years 7 - 9
<b>Activity</b>	<u>Futures Convention</u> Annually in March. Exhibitor stands and mini-lecture format. <u>Talks Programme</u> Flexible dates and times outside of school hours throughout the year. <u>Networking</u> Networking programme – flexible dates in the autumn and spring terms 7.45 – 9am <u>Assemblies</u> Flexible dates and times throughout the year	<u>Futures Convention</u> Annually in March. Exhibitor stands and mini-lecture format. <u>Assemblies</u> Flexible dates and times throughout the year

Please speak to our Deputy Head of Sixth Form (Futures), Dr Kirsty Verney, to identify the most suitable opportunity for you.

### **Premises and Facilities**

The school will make the Sports Hall (Futures Convention only), lecture theatre, auditorium, assembly hall, classrooms or private meeting rooms available as appropriate to the activity. The school will also make available AV and other specialist equipment to support provider presentations. This will all be discussed and agreed in advance.

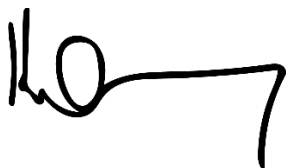
Providers are welcome to leave a copy of their prospectus or other relevant course literature.

### **Approval and Review**

Approved by Dr K H Verney, Deputy Head of Sixth Form (Futures)

Next review: June 2026

Signed:

A handwritten signature in black ink, appearing to be 'K. Verney', written in a cursive style.