The Holy Family

Catholic School

CEIAG Policy:

Approved: October 26

SLT Responsible: L Oldroyd

Next Review Date: October 2027

The Holy Family

Catholic School

At The Holy Family Catholic School, our policies and the actions arising from them are always founded in spirit and in letter in our Catholic faith, especially our mission statement and nine core virtues:

Awakening Minds

Our faith, the teachings of Christ, is at our heart. We devote ourselves fully to our spiritual growth, striving for excellence in all that we do each day.



Achieving Dreams

Our work blends inspirational teaching and confident study in a stimulating environment. We learn wholeheartedly, turning our ambitions into reality with every opportunity.



Serving Others

Our spirit leads us to take a positive role in our community. We show love, care and respect for one another and for everyone in our world today.



Secondary School Careers Education, Information, Advice and Guidance (CEIAG) Policy

1. Policy Statement

The school is committed to providing a comprehensive, impartial, and inclusive careers programme that supports all students in making informed decisions about their future education, training, and employment pathways.

Our careers provision aims to:

- Raise aspirations and broaden horizons.
- Enable students to understand the full range of opportunities available.
- Develop employability and career management skills.
- Support progression into further education, apprenticeships, training, employment, or higher education.
- Ensure equality of opportunity for all learners.

The school's careers programme is guided by the eight Gatsby Benchmarks and relevant statutory guidance issued by the Department for Education (DfE).

---

2. Aims

The careers programme will:

- Provide students with accurate, impartial, and up-to-date careers information.
- Help students understand labour market information (LMI).
- Support students in identifying their strengths, interests, and ambitions.
- Promote awareness of technical, vocational, academic, and apprenticeship routes.
- Develop employability skills through curriculum and enrichment activities.
- Prepare students for successful transition at key decision points.

---

3. Statutory Requirements

The school meets its statutory duties under:

- Education Act 1997
- Technical and Further Education Act 2017 (Baker Clause)

- Current DfE Careers Guidance

The school provides opportunities for a range of education and training providers to access students to inform them about approved technical education qualifications and apprenticeships.

---

4. Careers Leadership

Careers Leader

The designated Careers Leader is responsible for:

- Strategic leadership of careers provision.
- Development and implementation of the annual careers programme.
- Monitoring and evaluation of impact.
- Engagement with employers, training providers, colleges, and universities.
- Maintaining Gatsby Benchmark compliance.

Senior Leadership Team

The Senior Leadership Team will:

- Ensure careers education is a whole-school priority.
- Support implementation and quality assurance.
- Allocate sufficient resources.

Governing Board

Governors will:

- Monitor effectiveness of careers provision.
- Review careers outcomes and destination data.
- Receive regular reports on progress against Gatsby Benchmarks.

---

5. Delivery of Careers Education

Careers education will be delivered through:

Key Stage 3 (Years 7-9)

Students will:

- Explore careers and pathways.

- Develop self-awareness and aspiration.
- Learn about employability skills.
- Access encounters with employers.

Key Stage 4 (Years 10-11)

Students will:

- Receive guidance linked to option choices and post-16 progression.
- Explore apprenticeships, college courses, sixth form pathways, and employment routes.
- Participate in employer engagement activities.
- Receive personal guidance interviews.

---

6. Personal Guidance

All students will have access to independent and impartial careers guidance from appropriately qualified careers advisers.

Priority support will be available for:

- Students with SEND.
- Disadvantaged students.
- Students at risk of becoming NEET (Not in Education, Employment or Training).
- Looked-after and previously looked-after children.

---

7. Provider Access Statement (Baker Clause)

The school ensures that students in Years 8-13 receive opportunities to learn about:

- Further education colleges.
- Apprenticeship providers.
- Independent training providers.
- Technical education routes.

Requests for access should be made to the Careers Leader.

The school will provide suitable facilities for provider presentations, including access to students during assemblies, lessons, careers events, and enrichment activities.

---

8. Equality and Inclusion

The school is committed to ensuring careers guidance is:

- Inclusive.
- Free from stereotyping.
- Accessible to all students.

Careers activities will actively promote equality of opportunity regardless of:

- Gender
- Ethnicity
- Disability
- Religion or belief
- Sexual orientation
- Socio-economic background

Reasonable adjustments will be made where required.

---

9. Partnership Working

The school will work with:

- Employers and business partners.
- Local Enterprise Partnership networks.
- Further education colleges.
- Universities and higher education providers.
- Apprenticeship and training providers.
- Careers services and community organisations.

---

10. Monitoring, Evaluation and Review

The effectiveness of the careers programme will be assessed through:

- Gatsby Benchmark reviews.
- Student voice surveys.

- Parent and employer feedback.
- Destination data.
- Compass+ or equivalent tracking systems.
- Annual governor review.

The policy will be reviewed annually.