

The City of Leicester College



CEIAG Policy

Approved by:	Governing Board	Date: 19.04.2021
Last reviewed on:	March 2020	
Next review due by:	April 2022	
Chair of Governors:	<i>J S Andrews</i>	

Rationale

The City of Leicester College is committed to preparing all of our students for the opportunities that will present themselves in their life beyond our institution. A coherent, planned and structured programme of careers education, advice & guidance is vital if students are to make informed choices for their KS4 and KS5 options. The city of Leicester College is committed to delivering a programme of effective CIEAG for all students from year 7-13. Our key objectives are as follows:

- To raise the aspirations of students
- To make sure that when students leave TCOLC (16 & 18) that they progress onto appropriate destinations
- To meet and maintain the Gatsby Benchmarks
- OFSTED – To meet the standards expected in the Inspection Framework
- To serve the needs of the local community
- To develop transferable employability skills

Aims

- *To develop a thorough programme that meets the 8 Gatsby Benchmarks*
- *To equip all TCOLC students with the knowledge needed for them to make appropriate decisions about their post-16/Post/18 destinations*
- *To reduce the number of students leaving at 16 & 18 without appropriate destinations*
- *To help TCOLC students develop skills which will help them in the labour market*

Delivery

The college objectives will be met by the delivery of the TCOLC Careers TIP. This document will be reviewed on an annual basis. (See appendix 1) Key responsibilities have been identified for the delivery of the plan and the Gatsby Benchmarks:

- Overall responsibility – Careers Leader
- Heads of Year – Benchmarks 5 & 7
- Careers Leader & Adviser – Benchmarks 1,2 & 3
- Head of Department – Benchmark 4
- Careers Advisor and Sixth Form – Benchmark 6
- The college is part of the EAN and the Leicestershire Careers Hub. This provides access to external support to help in the delivery of the Gatsby Benchmarks.

All students at TCOLC will receive a programme of CEIAG that will

- Help them understand themselves and their skills
- Develop their skills for working life
- Help them to understand the nature of different courses and qualifications that they will need to pursue their goals
- Improve their understanding of 16+ and 18+ options
- Help them prepare effective applications for employment, education or training
- Develop confidence and interview skills
- Help students to understand and utilize relevant LMI

Impact Measurement

- Key Drivers for Benchmarks review provision annually (summer term) – monitored by Careers Leader. Careers leader to feed this into the whole school development plan.
- Compass+ continuously updated by Careers Adviser. Reviewed termly.
- Compass + tool used termly to review progress against Gatsby Benchmarks – Careers Leader and advisor
- PHSE curriculum reviewed annually
- Curriculum for all subjects monitored by Heads of Department/STEM Coordinator to ensure careers provision. Careers provision is included in the college 6 Curriculum principles
- External destinations data

Appendix 1: Careers TIP 2020

Careers Education (CJD)							
Objective	Cross Referenced Objective from CIP	Intended Impact	Actions	Person(s) responsible for action/monitoring	Cost/Resources	How will you provide evidence that the actions are having impact?	Key Milestones/Dates
Every student should have first-hand experiences of the workplace (Benchmark 6)	5.2	<p>To design a programme for Yr10 & Yr12 students that replaces the work experience placements that would have been provided by LEBC.</p> <p>To plan for the reintroduction of WE placements for all Yr10 & Yr12 students in 2021-22</p>	<p>We have arranged with LEBC that they will deliver a virtual WE package for all Yr10 and Yr12 students</p> <p>We have an estimate of costs and this has been budgeted</p> <p>We kept our compass evaluation at 100% on the basis of this happening</p> <p>LEBC are in the process of designing the package and are in regular contact with KD.</p> <p>The plan is to use the dates on the calendar to deliver the programme. LEBC are working towards this deadline</p> <p>We were hoping to secure WE provision via partnership with LSEG (London Stock Exchange). This unfortunately will not run</p>	CJD	<p>Estimated cost of Virtual WE</p> <p>Approx. £10000</p>	All students in Yr10 & 12 are enrolled onto the LEBC programme.	<p>22/3/2021 (Yr10)</p> <p>07/06/2021 (Yr12)</p>

			but they are putting together a "World of Work Programme". This interactive live event can be delivered to all year groups and will count towards Benchmark 6.				
To raise the aspirations of all students by providing personalised advice and guidance (Benchmark 3)	5.2	The college keeps systematic records of the individual advice given to each student The college careers programme challenges stereotypical thinking and raises aspirations for all	The college has adopted Compass+. This will allow us to keep accurate records of the careers provision experienced by each student. It also allows us to record destinations data at a student level. The College will join "The Elephant Group". This charity has the aim of raising aspirations for all students. "The top 3 rd for the top 3 rd "	CJD	Cost of Elephant Group membership £3000	All stakeholders (KD,HH) are using Compass + to record evidence	Compass+ checked termly during CD & HD line management Elephant group launch event 19 th Nov 2020
All teachers to link curriculum learning with careers. (Benchmark 4)	5.2	The college curriculum offers opportunities to develop	Work on this began last year but was interrupted by lockdown. I had key HOD's show me SOL that included careers content. I also advocated that careers was develop	CJD	Dept. curriculum development time	Bluesky Curriculum audit Departmental SOL documentation	Curriculum audit Nov 2020

	<p>employability skills and knowledge of careers linked to specific subjects</p> <p>All teachers support the career development of young people through their subject teaching</p>	<p>included in our six curriculum principles.</p> <p>Bluesky audit of curriculum will evidence.</p>				
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Date: Updated October 2020

Created By: C Dakin

Implementation Date: Academic Year 2020-21