



# Joseph Leckie Academy

## Policy for Careers Education, Information, Advice and Guidance (CEIAG) and Work Experience

This policy is reviewed biannually

History of Document

Approved by Governors: July 2020

## 1. Introduction

1.1 **Rationale for CEIAG.** A young person's career reflects the progress they make in learning and work. It is part of the vision and mission of The Academy that all students need a planned programme of activities to help them choose 14-19 pathways that are right for them and to be able to manage their careers, sustain employability and achieve personal and economic wellbeing throughout their lives.

1.2 **Commitment.** Joseph Leckie Academy recognises that it has a statutory duty to provide careers education in Years 7-11 (1997 Education Act, 2003 Education Regulations) and to give students access to impartial careers information, education and guidance (1997 Education Act, 2008 Education and Skills Act, Careers guidance and access for education and training providers 2018). It is committed to providing a planned programme of impartial careers education and information, advice and guidance (IAG) for all students in Years 7-13, in partnership with Walsall Council and EBS Limited; and to provide extra support as required for students with additional needs.

1.4 Joseph Leckie Academy endeavours to follow best practice guidance from the careers profession, from other expert bodies such as Ofsted and from Government departments that might appear from time to time. Joseph Leckie Academy has adopted the Gatsby Benchmarks for Careers Education because they are judged to be an outstanding system for career guidance. For more information: <https://www.careersandenterprise.co.uk/schools-colleges/understand-gatsby-benchmarks>

1.5 In addition, the Academy is compliant with the careers guidance that the Government set out for delivery from 5 January 2018: 'Careers Guidance and Inspiration for young people in schools.' This states that all academies must give education and training providers the opportunity to talk to students about approved technical qualifications and apprenticeships. Further information relating to this is set out in the Provider Access Policy.

## 2. Development

2.1 This policy was developed and is reviewed biennially in discussion with teaching and teaching support staff, students, parents/carers, Trustees, advisory staff and other external partners (e.g. Walsall Council Impact Team).

## 3. Links with other policies

3.1 The policy for CEIAG supports and is itself underpinned by a range of key Academy policies including (but not exclusively):

- Personal Development (PHSE) Policy
- Provider Access Policy
- SEND Policy
- 6<sup>th</sup> Form Progression Policy
- Teaching and Learning Policy

## 4. Objectives

4.1 **Students' needs.** The careers programme is designed to meet the needs of students at Joseph Leckie Academy. Activities are differentiated and personalised to ensure progression in their career learning and development, and to strengthen their motivation, aspirations and attainment at Academy.

4.2 **Entitlement.** Students are entitled to CEIAG which meets professional standards of practice and which is delivered by trained staff and which is student-centred, impartial and confidential (where appropriate). Activities will be embedded in the curriculum and based on a partnership with students and their parents/carers. The programme will raise aspirations, challenge stereotyping and promote equality and diversity.

4.3 **Engaging Parents/Carers.** Joseph Leckie Academy values the role of parents/carers through their contribution to raising aspirations, option choices and supporting their child's research/career planning. The Academy involves parents/carers in a variety of ways:

- Provision for careers discussions at Consultation and Option Choices events.
- Invitations to attend Careers interviews with their child.
- Careers/feedback questionnaires to support review process.
- Academy newsletter and electronic messaging to publicise careers events.
- Work Experience Diary (parental feedback section).
- Academy Careers and Work Experience section of the Joseph Leckie Academy website. This includes a range of careers resources which encourages parents/carers and students to research career pathways.

## 5. Implementation

### 5.1 Management

- Careers Leader: Mrs C Ebanks-Powell
- Work Experience Administrator: Mrs K Matharu
- Independent Careers Advisor: Ms Deanne Russell (Walsall Council)
- Senior Leadership Team (SLT) Link: Mrs R Tranter
- Link Trustee: Mr A Ditta

The Careers Leader coordinates the careers programme and is responsible to the Assistant Principal (PDP Line manager). This area is supported by a link Trustee. The Head of PDP is responsible for the work of the Careers Coordinator. Work experience is also planned and implemented by the Head of PDP supported by the Work Experience Administrator.

5.2 **Staffing.** All staff contribute to CEIAG through their roles as tutors and subject teachers. Specialist Careers sessions are delivered by the Personal Development Programme team. The CEIAG programme is planned, monitored and evaluated by the Careers Leader in consultation with SLT. Careers information is available in the Academy Library which is maintained by the Academy librarian. Administrative support is available to the Careers Leader.

5.3 **Curriculum.** The careers programme includes careers education sessions, career guidance activities (e.g. group work and individual interviews), information and research activities in form time, work-related learning (including one week's work experience for Year 12 students), and individual learning planning/portfolio activities. Careers lessons are part of the Academy's Personal Development Programme. Other focused events, e.g. Into the 6<sup>th</sup> Evenings, Practice Interviews and UCAS Presentations, are provided at different times of the year. Work experience preparation and follow-up take place as part of the 6<sup>th</sup> Form Enrichment Programme. Students are actively involved in the planning and evaluation of activities.

5.4 **Partnerships.** An annual Partnership Agreement has been negotiated between the Academy and Walsall Council for independent careers advice and guidance, the Academy and EBS Limited for

careers support events and activities and the Academy and WESS for work experience health and safety checks. Other links are being developed and used, e.g. with local 14-19 partners and local employers.

5.5 **Resources.** Funding is allocated in the annual budget planning round in the context of whole Academy priorities and particular needs in the CEIAG area. The Careers Leader is responsible for the effective deployment of resources.

5.6 **Staff development.** Staff training needs are identified in conjunction with CPD Coordinator. The Academy endeavours to meet training needs within a reasonable period of time.

5.7 **Monitoring, review and evaluation.** The Partnership Agreements with Walsall Council, EBS Limited and WESS are reviewed annually. The programme is reviewed annually by the Careers Leader using the Gatsby Benchmarks to identify areas for improvement – these are also externally reviewed and verified through the Enterprise Advisor Network and the Careers and Enterprise Company. A report is submitted to SLT and Trustees. Evaluation of different aspects of CEIAG is undertaken regularly.

## **6. Work Experience Policy**

6.1 **Vision.** Joseph Leckie Academy aims to prepare students for the opportunities, responsibilities and challenges of adult life in the 21st century.

6.2 **Rationale.** Work experience is an important part of a coherent programme of Work Related Learning at Joseph Leckie Academy. It provides opportunities for students to learn from direct experience of work.

### **6.3 Legal Context and Entitlement.**

- Enterprise and Employability Key Stage 4 (2005) recognises Work Experience as an opportunity for students to meet most outcomes for Work Related Learning criteria (see Framework). Careers guidance and access for education and training providers 2018 recommends work experience as an excellent opportunity for students to gain experience of the workplace.
- Work Experience is an integral element of the Joseph Leckie Academy Work Related Learning Programme for all students, consisting of a four day placement.
- Additional Work Experience opportunities are provided at both Key Stage 4 and Key Stage 5 through both vocationally linked courses and the Flexible Learning Programme.
- Joseph Leckie Academy follows local authority guide-lines working in partnership with WESS.

### **6.4 Aims of Work Experience.**

- To enable all students to gain first-hand experience of the world of work.
- To enrich the educational experience of all students by relating their work within Academy to the world of work outside Academy.
- To develop the personal and social skills of the students through active learning situations outside their normal educational experience.
- To develop the confidence of the students in relating to adults other than teachers.
- To widen the students' awareness of opportunities available to them in the community and raise aspirations.
- To further enhance Academy – community – industry links for the benefit of both the

employers and the students.

- All staff share an understanding of the aims of the Work Experience programme and policy.

#### 6.5 **Equality of Opportunity and Inclusion.**

- Joseph Leckie Academy is committed to the concept of equal opportunities. The Academy will ensure that each student has access to an entitlement curriculum. Differentiated provision may be required for selected students in consideration of Risk Assessment factors.
- Our Academy will challenge discrimination by affirming the following principles and enlisting the support of the wider community.
- It is the policy of this Academy that the Work Experience programme will operate within the framework as outlined:
  - To value all members of our Academy community.
  - To recognise and respect individual identity, needs and potential.
  - To support our students in overcoming barriers to learning and achievement.

#### 6.6 **Curriculum Provision.**

- Work Experience is an integrated element of the Year 12 curriculum, delivered primarily through 6<sup>th</sup> Form Enrichment lessons supported by tutorial activities and Academy assemblies.
- Simulations and interactive learning activities will give students the opportunity to develop key skills, build confidence and share good practice
- and expectations.
- Students will be encouraged to apply their learning in a wider context especially when considering next steps such as UCAS applications.

#### 6.7 **Management of Work Experience.**

- The Work Experience Coordinator is managed by the Leadership Team.
- The Work Experience Coordinator is responsible for developing a framework which shows:
  - The management of the different aspects of Work Experience.
  - The programme of activities in relation to student preparation and debriefing.
  - Communication with parents/carers, employers, WESS and JLA staff.
  - The management of the role of the designated Administration Officer.
  - The strategies to enable students to assess their learning post Work Experience.
  - The Review process (see Review and Monitoring).

#### 6.8 **Preparation of Students.** Students will receive further guidance in relation to:

- Appropriate behaviour.
- Appropriate dress code.
- Employers expectations.
- Employability skills.
- Accessing help/support if needed.

#### 6.9 **Placement Process (student).** We are committed to developing students' independence skills through their active involvement in the selection of and application for placements. Provision is made for students to:

- Use WESS database to access job website.
- Write individual application letters.

- Interview/discussion with Work Experience Coordinator.
- Practice Interview with a local employer, in Year 11.
- Preliminary visit to placement if appropriate.
- Phone companies or make accompanied visits if appropriate.
- Liaise with the Administration Officer to discuss progress and receive support.

6.10 **Placement Process (Academy).** Students will be consulted throughout the process. The identification and selection of placements will be made in relation to the following criteria:

- Student preferences.
- Health and Safety.
- Academic ability.
- Special Needs.
- Medical and health factors.
- Behaviour issues.
- Ethnicity and genders.

6.11 **Placement Process (parents/carers and employers).** Parents/carers will receive a basic outline of the programme in the Autumn Term, parental consent secured with opportunity for further discussion.

Employers will be contacted by both students and the Work Experience Administrator. Relevant student information, placement requirements and documentation will be shared. Students will visit placement at a mutually agreed date if required.

#### 6.12 **Health, Safety and Risk Assessment**

- It is the policy of this Academy that only placements checked and cleared by WESS for both employer liability, public liability insurance, and risks, are used. If WESS are unable to complete this process, then these companies will not be used.
- In some specific cases i.e. students working for parents/carers, an exception may be made if appropriate safeguards are met and terms mutually agreed by WESS, student, parents/carers and the Academy.
- Vulnerable students will be assessed by a team of staff comprising of Child Protection Staff, SENCO, Pastoral Leadership team member, Work Experience Coordinator, student, parents/carers and WESS/employer, where appropriate. Relevant information will be shared within a framework of confidentiality.
- Additional support and monitoring will be implemented to support vulnerable students.
- All students are briefed about Health and Safety in the workplace.

6.13 **Communication.** Contact with student, parents/carers and employers will be provided through:

- (a) Academy telephone number during Academy hours.
- (b) Emergency contact mobile number for out of Academy hours.

6.14 **Monitoring.** It is the Academy's policy that all students will be telephoned and/or visited/monitored at least once whilst on work experience by a member of staff. A member of the teaching staff will make visits and the following will apply:

- There will be a review of the student's health and safety, and welfare at the workplace.

- Reviews and checks will involve the student and an appropriate representative of the company, but depending on circumstances they may be seen independently.
- An employer assessment sheet will be provided within the student diary for the employer/supervisor to complete.
- Records will be made of all visits and of the findings.
- Staff will pass on to the Work Experience Coordinator all findings and recorded information, both positive and negative.

6.15 **Review, Monitoring and Continued Development.** A review will be based on reports back from:

- Students
- Visiting Staff
- Employers
- Work Experience Coordinator
- WESS Support Team

A review and evaluation of the work experience programme, involving where possible all partners, will be undertaken annually.

The evaluation report results in an action plan for the development and improvement of the work experience programme.

A strategy for the continuous improvement of the work experience programme is in place.

6.16 **Related Policies and Directives.** This policy is further supported by guidance and provision in relation to:

- Child and Vulnerable Adult Protection Policy
- Careers Policy
- Health and Safety Policy

6.17 **Parents/Carers.** It is the policy of this Academy that links with parents/carers must be maintained through the following:

- Letter/parental consent form/application form
- Personal details
- Parents'/carers' section of Work Experience Diary

They are consulted on consent, involvement and provision of information.

6.18 **Staff Development.** It is the policy of the Academy that we remain committed to the updating and development of its staff as appropriate, to enable them to effectively carry out support activities associated with the work experience scheme and to develop an understanding of work experience that will enable them to support curriculum learning.

All placement visiting staff are offered inset regarding health and safety on placements and issued with both general and specific written guidelines associated with their visits.