

## **Careers Education, Information, Advice and Guidance at Frederick Gough School**

Frederick Gough School is committed to a policy of equality of opportunities and supports the right of all of our students to access to quality Careers Education, Information, Advice and Guidance. (CEIAG). We are proud holders of the Quality in Careers Standard which is nationally recognised accreditation of the Careers provision in school.

**Our intent for our CEIAG provision at Frederick Gough School is that we will provide a programme which:**

- contributes to raising achievement, especially through motivation to succeed in their future direction post 16 and beyond;
- develops a knowledge of options available to support informed decisions as to their next steps;
- supports inclusion, challenges stereotyping and promotes equality of opportunity;
- encourages participation in continued learning including further education, higher education and apprenticeships and prepares students for the world of work in modern Britain;
- develops enterprise and employability skills;
- supports making appropriate choices in order to reduce drop out from and course switching in education and training;
- contributes to the economic prosperity of individuals and communities;
- meets the needs of all our students through appropriate differentiation and bespoke provision;
- encourages students to focus on their future aspirations and to have a clear understanding of what they need to do to achieve their goals;
- includes input from local and national providers (education, training, employers, voluntary sector) to provide a broad understanding of the labour market and to raise aspirations of students;
- highlights career paths of former students to inspire and encourage;
- involves parents and carers.

### **Contact Information**

Careers Leader – Mrs Jo Roche

Contact email – [jroche@fgs.org.uk](mailto:jroche@fgs.org.uk)

Contact number – 01724 292930

Mrs Roche is a professionally qualified Careers Adviser and Careers Leader who oversees all careers work in school.

### **Access to information about the Careers Programme**

Pupils, parents, teachers and employers can access information through the school website, FROG and through contact with Mrs Roche. The links at the top of this page provide access to the Careers Plan for 2025-26 and the Provider Access Statement.

The careers programme is reviewed on an annual basis in the Summer term. The next review is due in **July 2026**.

## **Evaluation of the Careers Programme**

The Careers Programme is evaluated in a variety of ways. Regular self-assessment takes place against the 8 Gatsby Benchmarks using the Compass tool from the Careers and Enterprise Company (CEC). Students take part in the Adolescent Lifestyle Survey which includes questions about the careers provision in school. In addition to this we are holders of the QiCS (Quality in Careers Standard) for which part of the assessment by an external organisation includes discussions with students, parents, school staff and employers. Activities such as the annual careers convention, work experience, interviews and the Optimum Challenge Days are evaluated and discussions held to inform future planning.

Regular discussions are held between the Careers Leader and the Senior Leadership Team about the impact and development of the programme.

## **External Providers**

Frederick Gough School works collaboratively with GP Careers and other organisations to provide opportunities for students to have:

1. A planned programme of careers education
2. Access to information
3. Careers Guidance interviews and individual action plans (self-referral or staff referral)
4. Access to Careers Advisers at parents' evenings in years 7, 8, 9, 10 and 11.
5. Experience of the world of work through work experience in year 10.
6. Information about work through visitors in school, including an annual careers convention.

Every student will have opportunities for guidance interviews with a Careers Adviser and this is fulfilled through a partnership with GP Careers who provide a service to students through a purchased service. Additionally, the school Careers Leader, Mrs Roche, is a professionally qualified Careers Adviser.

Opportunities to work with new organisations to contribute to the Careers Programme are welcomed.

## **PSHE Lessons**

Careers lessons take place as part of the PSHE programme. These lessons are taught by a specialist staff with support and guidance from the Careers Leader and the external Careers Adviser as required.

## **Resources**

There is an area in the school library where printed resources are available to students. Students also have access to computers and software designed to support the CEIAG programme. This includes programmes to support students in developing their self-awareness and opportunity awareness e.g. Morrisby Careers. Support is provided to all students with applications for training and further education, either in class groups or individually as required.

Additional resources, such as CV writing tips and a list of useful websites can be found in the Careers section of FROG.

## **Careers Programme**

A detailed Careers Plan can be found in the link at the top of this page. Activities are shown by year group/stakeholder and mapped against the 8 Gatsby Benchmarks.

### **Benchmark 1 - A Stable Careers Programme**

An embedded programme of careers education and guidance that is known and understood by pupils, parents and carers, staff, governors, employers and other agencies.

### **Benchmark 2 – Learning from career and labour market information**

All pupils, parents and carers, teachers and staff who support pupils should have access to good quality, up to date information about future pathways, study options, and labour market opportunities. Young people with special educational needs and disabilities (SEND) and their parents and carers may require different or additional information. All pupils will need the support of an informed adviser to make the best use of available information.

### **Benchmark 3 – Addressing the needs of each young person**

Pupils have different career guidance needs at different stages. Careers programmes should help pupils navigate their concerns and any barriers to career progression. In addition, opportunities should be tailored to the needs of each pupil, including any additional needs of vulnerable and disadvantaged pupils, young people with SEND and those who are absent.

### **Benchmark 4 – Linking curriculum learning to careers**

As part of the school's programme of careers education all teachers should link curriculum learning with careers. Subject teachers should highlight the progression routes for their subject and the relevance of the knowledge and skills developed in their subject for a wide range of career pathways.

### **Benchmark 5 – Encounters with employers and employees**

Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment opportunities including visiting speakers, mentoring and enterprise schemes, and could include pupils' own part-time employment where it exists.

### **Benchmark 6 – Experiences of workplaces**

Every pupil should have first-hand experiences of workplaces to help their exploration of career opportunities, and expand their networks.

### **Benchmark 7 – Encounters with further and higher education**

All pupils should understand the full range of learning opportunities that are available to them including academic, technical and vocational routes. This should incorporate learning in schools, colleges, independent training providers (ITPs), universities and in the workplace.

### **Benchmark 8 – Personal Guidance**

Every pupil should have opportunities for guidance meetings with a career adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These meetings should be available for all pupils whenever significant study or career choices are being made. They should be expected for all students but should be scheduled to meet their individual needs. The careers leader should work closely with the careers adviser, SEND coordinator (SENDCO) and other key staff to ensure personal guidance is effective and embedded in the careers programme.

Updated **July 2025**

To be reviewed **July 2026**