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POLICY NAME:	Careers Strategy
POLICY TYPE:	Cornerstone

DATE RATIFIED:	15 th May 2025
DATE FOR REVIEW:	Term 5 2026
REVIEWED EVERY 1/2/3 YEARS:	Yearly

NOTES:

Careers Strategy 2024-2025

Careers education, information, advice and guidance (CEIAG) along with working with employers makes a large impact on preparing students for post 16 education and the working world.

The Cornerstone Academy provides impartial information, advice and guidance on careers education as well as employability skills that students can use to help them effectively plan for their future.

This involves a high level of support around further and higher education, apprenticeships, and employment. The aim is to ensure all students secure the right courses at the best level for their career path.

Some Key Facts about Leadership and Management:

- The academy places a premium on the design and delivery of high quality CEIAG for all students at KS3 and KS4.
 - Head of Careers has leadership and management of CEIAG and is supported by a senior member of staff on raising participation and ensuring all students have a high level of careers education whilst at the Academy.
 - The Academy provides Independent Careers Advice from a Level 6 qualified Careers Adviser and all students will have at least two meetings with the Careers Adviser before they leave in year 11. The role of the Careers Adviser is to provide impartial information, advice and guidance for students based on support for the GCSE option process and applying for post-16 options.
 - The academy works closely with external agencies such as Bournemouth University, Bournemouth and Poole College and many local sixth forms to ensure that student transition is smooth and that students have good knowledge of the courses and training that each establishment provides.
 - All Academy staff are expected to contribute to CEIAG through their roles as tutors and subject leaders.
 - CEIAG is delivered during Beliefs and Values (B&V) lessons, tutor activities, collapsed days, mentoring sessions and off-site activities. It is also built into the curriculum of all subjects through both KS3 & KS4.
 - CEIAG experiences are monitored regularly for participation.
 - The Academy is committed to ensure that 100% of the 'Gatsby Benchmarks' are met each year.
- Some Key Facts about Provision: Raising Awareness: KS3 – An Overview
- Careers studies are delivered through B&V lessons and active tutor time.
 - Students gain experiences with employers through assemblies, subject lessons, the careers fair, Careers Week and educational offsite visits.
 - Preparing for Success evenings include information about Universities and Labour Market information.

- All activities tracked and monitored on an individual basis. Years 7 & 8
- Introduction to university trip at University of Southampton (excellence club) Year 9
- Options; Assemblies, Information Evening, and Subject Evening
- University trips.
- Employability skills and Enterprise events.
- Small group IAG from an external Careers Adviser before options are decided. Making Plans: KS4 – An Overview
- Careers related work delivered through a programme of collapsed days and active tutor time.
- Students gain experiences with employers through assemblies, subject lessons, the careers fair, Careers Week and educational offsite visits.
- Preparing for Success evenings include information about Universities and Labour Market information.
- All activities tracked and monitored on an individual basis. Year 10
- Visit the local university.
- 1 week work experience (2 collapsed days preparation looking at CV's, interview skills, Health and Safety and the work experience process).
- CV building, interview skills and college applications support delivered through collapsed days.
- 1:1 careers' interview (with extra targeted support for vulnerable students).
- Increased awareness of post-16 pathways including college, sixth form courses and apprenticeships through a programme of assemblies from all local providers.
- Close monitoring of Post 16 applications/intentions to tailor support where needed.

Date of this review:	15 th May 2025	Review Period:	Yearly
Date of next review:	Term 5 2025	Author:	M. Hinksleep
Type of policy:	Cornerstone		
Approval By Principal: Mr C Phillips			