

Careers Education, Information, Advice and guidance (CEIAG) – An overview

North Herts Education Support Centre strongly believes in the principle that good quality Work-Related Learning (WRL) which includes Careers Education, Guidance (CEG) and Information and Advice and Guidance (IAG) – can help raise the awareness and aspirations of young people. It gives them the opportunities to acquire the skills, knowledge and the understanding necessary for them to be able to manage their career path through life and make them capable of financial self-management.

Students increasingly want to see the relevance of education to their future lives and they need to see that what they are learning at the Centre is developing their employability, that there is a connection between learning and earning potential. This can be a motivator for many.

Curriculum and Employer Engagement

CEIAG forms an integral part of the pastoral curriculum at the Centre across KS3 and KS4, and is delivered in a variety of engaging ways:

- **Student Passports**

The CEIAG programme has been embedded into the school's pastoral programme for a number of years now. Each student has a 'passport' which provides a termly overview of their plans and aspirations, with an individualised time-line for their future plans that they complete during discussions with their tutor. The passport is a tool to assist students to focus on their self-development, lifestyle and progression. The passport includes also includes sections where students record details of all of their termly experiences and achievements, details of their meetings with our connexions advisor Lorraine Day and a record of how their CV progressing.

- **PSCHE**

All KS3 students and the majority of the KS4 students at the Centre receive one hour of PSCHE education a week, based on a programme following the guidelines from the PSCHE association. Within the programme students cover many relevant topics, including raising aspirations, British values and economic well-being. The programme is further supplemented by trips and visits (e.g. a trip to the Houses of Parliament) and visiting speakers and workshops (e.g. the local fire and police service).

During the PSCHE sessions, Y11 students are encouraged to complete their CV's and investigate possible courses at college / apprenticeships that they may be interested in. They also take part in role play interviews.

- **Links with local colleges**

The Centre continues to establish links with local colleges, in particular North Herts College and Oaklands.

The Y11 students have the opportunity to meet staff from NHC and listen to their presentations on several occasions throughout the year, so they understand how to apply for courses, what to expect as life as a student and assistance with funding issues and SEN. All students have access to local area prospectus through internet access and printed copies. Students also visit the colleges and take part in local taster workshops, in subjects of their interest in order to review the facilities, find out more about the courses and what is expected.

- **Interviews with Connexions Personal Advisor**

All Y11 students have the opportunity to discuss their future plans with a Connexions Personal Advisor on a regular basis. Minutes of each meeting can be found in the Connexions folder stored in the admin office.

- **Duke of Edinburgh Award**

Students have the opportunity to achieve a Duke of Edinburgh – Bronze Award. There are 3 key aspects to this award: learning a new skill, a new sport, volunteering and completing an expedition. By completing this award, students gain confidence and develop their life skills; they develop attributes such as resilience, commitment, self-motivation and team work, giving them experiences to add to their CV, discuss confidently at interviews, and also aiding their employability.

- **Y9 Next steps**

Towards the end of KS3, our Y9 students are involved in discussions and are supported in their decision making regarding their next steps, on to Bancroft or Briar Patch, and are encouraged to visit each Centre and discover what the subject options are that available to them, and to meet their new tutors.. They are supported through their transition by both KS3 and KS4 members of staff.

- **Y11 Parent consultations**

Discussions take place between student, tutor and parent/carer during the spring term.

In addition, many aspects of CEIAG and work related learning (WRL) are delivered through the wider curriculum.

Core curriculum areas also contribute towards students' WRL, including the development of student's key skills, through the subject content and delivery methods. These are further enhanced through:

- **Business links**

Members of staff continually strive to develop close links within the local industry, these links are explored further during with our annual Business Links event; when local companies are invited to visit the centre and discuss potential opportunities. Many connections are already firmly established.

Construction - The construction department have forged associations with a local construction company Willmott Dixon and enjoy visits to their building sites, to make their classroom practice 'come to life'. Selected students also work towards achieving their CSCS card. The CSCS scheme is the leading skills certification scheme within the UK construction industry. CSCS cards provide proof that individuals working on construction sites have the required training and qualifications for the type of work they carry out. The Scheme keeps a database of people working in construction who have achieved, or are committed to achieving a recognised construction related qualification. Most principal contractors and major house builders require construction workers on their sites to hold a valid CSCS card.

Mechanics – The mechanics department are in the process of joining a kart racing team, organised by the National Schools Karting Association (NatSKA). As well as providing a great sporting activity, karting develops individuals in so many ways. Drivers earn respect for one another; they enjoy the sportsman like competitiveness with their peers, rivals and team-mates. They learn how to work as a team, to support each other, to be patient, to persevere, how to deal with frustrations and setbacks, accept fair play and celebrate together in all their achievements. Students also have to ensure their karts are mechanically sound prior to the race and are able to fix faults that arise during the race. Students also have the opportunity to race and marshal.

Catering – The catering department have been involved in several activities with local businesses, including the development of a vegetarian dish to appear on the menu of a local café. This gives the students the opportunities to learn about special diets, costings/profit margins and recipe development in a real life situation. A local butcher also visits on an annual basis and runs a workshop teaching the students how to joint a chicken; this is an essential practical skill to learn for the students aiming for a higher practical grade in their GCSE practical exam. There are also opportunities for students to complete work experience in the local area, this is in the process of being organised. A particular success that followed a practical skills workshop at Jamie Oliver's Fifteen restaurant last year, resulted in two students acquiring the opportunity to work in the kitchens of Jamie's restaurant, with one student being asked back several times.

Enterprise – The enterprise students have the responsibility of running our annual Christmas market stall in the centre of the town. Students are involved in the preparation of products, the advertising of the event, setting up the stall and dealing with customers; many students rise to the challenge and enjoy setting up deals and negotiating.

Hair & Beauty – Business links with the many Hair & Beauty salons in the local area are being forged. A former student manages a local salon and has expressed a keen interest in offering our students some work experience opportunities.

The school provides evidence of students' destinations annually.

Strategic benefits

CEIAG provision is cohesive and holistic which results in:

- Developing students with confidence in their career choices
- Enabling positive progression
- An inclusive approach to CEIAG
- Meeting student needs via differentiation

Leadership, Management and Key Principles

The quality of provision offered through the CEIAG programme is under regular review through regular meetings between SLT (incl SENCO), Curriculum leads (incl Vocational Leads and PSCHE), the delivery team and the Connexions Advisor.

Quality

Department of Education's Character education awards 2016

- North Herts Education Support Centre – regional winner for the East of England 2016.

Nine outstanding practitioners in character education, one from each of the English regions including one national winner, were celebrated on 1 July 2016 at a presentation that took place as part of the inaugural Association of Character Education (ACE) conference, held at the University of Birmingham School.

Children and Families Minister Edward Timpson announced the 2016 DfE Character Award winners at the event, held by ACE to support schools, teachers and other educationalists to develop traits like confidence, perseverance and resilience in young people; traits that support academic attainment, are valued by employers and enable young people to make a positive contribution to British society. First introduced in 2015 by Education Secretary Nicky Morgan, the awards celebrate excellence and diversity in this field, recognising that character is already being encouraged, nurtured and developed alongside academic rigour through a variety of programmes inside and outside schools across the country. The awards demonstrate that character education can be found within a school's ethos, in

the classroom and on the playground, as much as it can be found on the sports field and outside of school in the local community.

Education Secretary Nicky Morgan said: "I congratulate those organisations winning an award today for their efforts to support young people to develop the positive character traits that can make a difference to thousands of lives. We know that qualities such as self-control, confidence, perseverance and the ability to bounce back from adversity underpin future success and well-being. We want to ensure that all young people have opportunities to develop these traits, and as the awards show us today, this is something that the best already do".

Charlotte Hill, Chair of the Character Awards judging panel and Chief Executive of Step Up To Serve, said: "The benefits of getting involved in character-building activities in and out of school extend well beyond the classroom. Taking part sets young people up to lead happy and successful lives at the same time and make a positive contribution to society".

Danielle Brown, MBE, double Paralympic gold medalist and 3-time World Champion in archery, also on the Character Awards national judging panel commented: "Character has a big impact on success, from the classroom, the sports field or the workplace. In my career I've learned the value of determination, confidence and the ability to bounce back from setbacks. That is why I'm delighted that I was able to join the national panel to identify those schools and organisations that are leading the way to develop character traits in their pupils."

Review Date:	Autumn 2016
Reviewed by:	Kate Robinson
Ratified by:	SLT
Date of Ratification:	Autumn 2016
Frequency of review:	Bi-annual
Date for next review:	Autumn 2018