



Careers Education Information Advice Guidance (CEIAG) Policy

This Policy aligns with the CDI Framework for best practise, Gatsby Benchmarks, The Education act 2011 and Equality Act 2010. You can find the Providers Access Policy on the school website <https://www.samuelrhodes.islington.sch.uk>

1. Rationale

The World of Work and Employment is an ever-changing landscape that often presents as bewildering and challenging to our pupils. Young people face a range of careers information and opportunities; however this can be confusing.

Nationally

People with learning disabilities (LD) and autism (ASC) are among the most excluded groups in terms of the labour market. The statistics for adults with a learning disability and autism known to adult social care, have remained consistently low across the country and the latest figures published December 2023 show that the figure remains at 4.8%. (BASE-uk, 2024) The Office for National Statistics stated that disabled people with severe or specific learning difficulties, autism and mental illness had the lowest employment rates. (ONS, Census 2021)

Mencap's research evidence showed that only 5.9% of adults with a learning disability are in paid employment even though over 65% want a job.

We want our pupils to have the best possible opportunities before they leave school and to raise their aspirations.

2. Intent

The main aim of our CEIAG programme is for all pupils from KS3-KS5 to have continuous exposure to different careers, raise aspirations and provide appropriate guidance from Year 8.

By the time pupils leave school we want them to be increasing their independence and be ready to confidently transition into the World of Work, (including supported internships and

paid employment). They may also leave to access appropriate provisions including college or community inclusion. Samuel Rhodes School provides pupils with a wide range of experiences to help with this transition.

The intended career learning outcomes for students are based on the CDI good practice Framework and are embedded in our policy and CEIAG programme. Details of the CEIAG programme can be found on our school website.

3. Entitlement

We ensure professional standards of practice and is both personalised and impartial by integrating it into students' experience of the whole curriculum. It is driven by the partnership between pupils and their parents or carers and the school.

The programme is designed to meet the specific needs of the pupils at Samuel Rhodes School and to ensure activities are appropriate to students' stages of learning, planning and development.

The primary aims of the Careers Education and Guidance programme are to:

- Support young people develop an understanding of their own and others' strengths, abilities, potential, personal qualities, needs, attitudes and values.
- To help identify where they need additional support.
- Support young people investigate opportunities for further learning and employment, develop employability skills, make decisions, and manage transitions across key stages.
- Ensure that, all young people leave the school and enter a position in employment, further education, training, or community inclusion.

4. Implementation:

Leadership responsibility

Responsibilities are shared by the Deputy Head teacher, the Careers lead, the Careers team, the PSHCE lead and the Life Skills lead. The Careers Working Group meet biweekly to plan, co-ordinate and rigorously evaluate the careers programme.

Subject leaders ensure appropriate coverage of careers themes in their lessons. All subject areas link to career development and employability learning.

The careers programme (appendix 1) constitutes a range of experiences, including careers education sessions, ASDAN lessons, career guidance activities (group work and individual interviews), EHCPs, Annual Review meetings, information and research activities and employability skills.

5. Staffing

All staff contribute to CEIAG through their roles as tutors and subject teachers. Tutors liaise with the Careers Adviser to address needs of the cohort, including specific interventions and

involvement from external agencies. The Carers team ensure careers information is available in lesson time, in the school library, on our website and shared through Class Dojo.

Staff Development

Staff access Careers Training Through the school CPD schedule. Members of the careers team also attend regular local meetings and networking events to ensure the school is updated with current Careers education, training and guidance developments and opportunities:

This includes:

- Islington Autism and LD Employment Sub Group
- Islington Careers Network Meeting
- London Hub SEND Enterprise Meetings
- National Amazing Apprenticeships SEND Advisory Group Meetings

6. External Partnerships

Samuel Rhodes School has extensive partnerships with several different organisations. Please see appendix 2 for more details on each of our partnerships.

These partnerships include;

➤ *Islington specific links*

- Islington SEN Keyworker Adviser role
- 100 working hours
- The Big Alliance
- Autism and LD Employment sub group
- Project Search steering group.
- Mencap
- Scope
- Islington Arc

➤ *Other partnerships*

- Think Forward
- *Inspiring The Futures*
- Firm links have been established with employers in Islington and beyond.
- Further Educational colleges
- Euro Monitor
- Almeida Theatre
- There have been recent developments with employers offering supported internships.
- Bike Works, VeloPark,

7. Parent/Guardian involvement

Parents and carers are informed of the variety of specific support available to their child/children, in a range of ways. Through the annual review process. This communication is maintained through Classroom Dojo, the website, phone calls, letters, parent consultation days and events. From year 9, as part of the Annual Review Process, the Islington Key Worker (who has Level 6 qualification is available) will also attend Annual Review meetings at least once before Year 11 and once before the pupils transition out of school.

Parents and carers are actively encouraged to attend the school's College and Next Steps Fair and join in the careers week activities/workshops to further their knowledge of organisations linked to the local offer.

8. Monitoring, review, evaluation and development of CEIAG

It is important to monitor, evaluate and effectiveness of the schools CEIAG offer in terms of engagement, learning taking place and how well it is implemented.

A dynamic action plan is planned and regularly reviewed in SLT to ensure this area of the curriculum remains whole school and areas for development are identified annually in the SDP. Termly reviews of the school's adherence to the Gatsby Benchmarks through Compass, an online self-evaluation tool for schools are completed with the careers team, supported by an independent SEND Advisor.

Our partnerships are reviewed regularly as part of the CEIAG review cycle through;

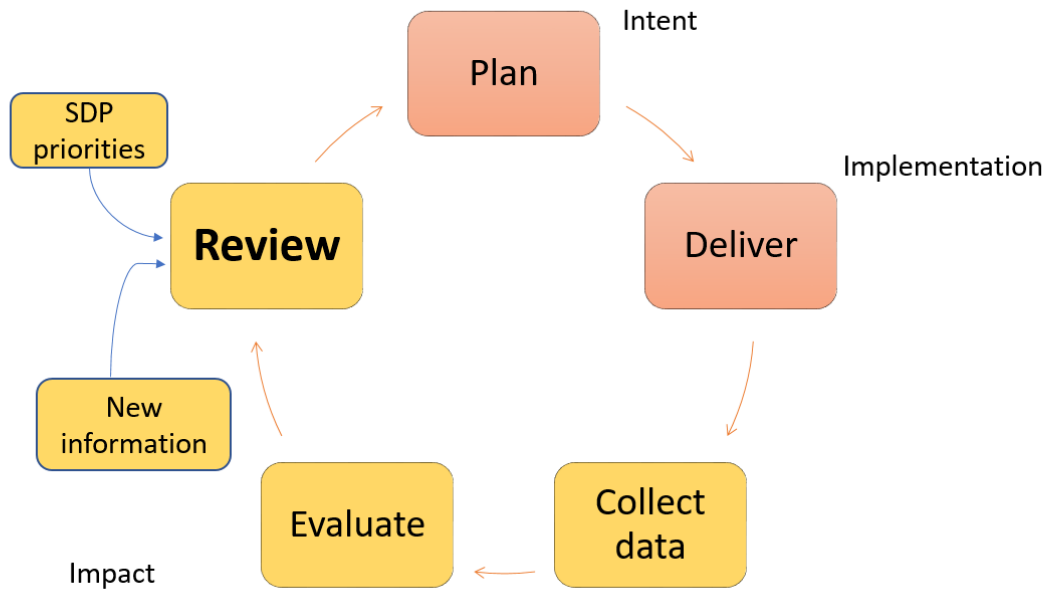
- Partnership activities with relevant organisations.
- Lesson and tutor observations within PSCHE lessons as part of the School Self Evaluation
- Evaluation and Feedback on events and activities. Feedback is gathered on the effectiveness of the CEIAG programme through student focus groups, parent council groups and questionnaires.
- Governor visits

Development

Priority areas of develop of the CEIAG offer are taken from the review cycle to create an on-going CEIAG development plan.

We ensure development in CEIAG is in line with the school development and we use the career quality model and the compass tool to inform progress on development.

Evaluating and reviewing our programme



Appendix 1



Careers Yearly Overview

Activity	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	July
Curriculum	Our curriculum includes a range of links to careers through PSHCE, Life Skills and our KS4-5 Options lessons. In KS5 Students also all access employability lessons. In KS4 the students all access ASDAN PSD lessons to support independence and work skills. KS4 and 5 Students complete a range of appropriate qualifications in Core Subjects and Options.										
Work Experience	Students in Year 11 have individual, paired or small group work experience off-site where possible. Students in 6th Form have group work placements over a term. Students develop skills through enterprise activities through fruit shop in KS3, Tuck Shop in KS4 and Independence Café in KS5. Linked visits to curriculum areas, options learning and exposure to a range of job roles.										
Events		College and Next Steps Fair Careers Week			FE, College and Supported Internship Visits				WEX Celebration	Present Yourself Day	
Information, Advice and Guidance		LA SEND Key Worker 1:1 meetings with possible leavers						Y11 and Leavers Individual CV Workshops Options Meeting			
	Student aspirations, thoughts and support captured through Annual Review Process across the school Parent / carer thoughts captured in Annual Review Process										
Parent / Carer Information		College and Next Steps Fair	Leavers Annual Reviews and EHCP Updates	Supported Visits to external providers e.g. colleges and supported internships		Y6,Y9, Y11 EHCP Updates			Options meeting	Year 7 Transition meetings	
Transition	Ongoing throughout the year as needed for students Students supported to access travel training where appropriate									Year 7 Transition	
Data, Planning and Review	Work Experience –student voice and planning.		Event Feedback Review	Termly compass Review	Options review and planning meeting	Event Feed back Review	Termly compass Review			Termly compass Review Destinations Data Event Feedback Review	

Appendix 2

External Partnerships

London Borough of Islington

Since September 2013 we have had a duty to provide impartial careers guidance to pupils from years 8-13. LBI also provides complementary services through the SEN Keyworker Adviser role - This includes attending AR's, amending, and updating EHCPs of those leaving school and liaising closely with the schools' careers team to ensure appropriate transition for school leavers.

Islington Council has committed to ensuring that all young people in Islington benefit from 100 hours' experience of the world of work by age 16. The school works closely with LBI Employer Engagement team and throughout the year, events and opportunities are offered providing support for the school's annual Present Yourself day, Careers Fair and Careers Week, Islington's Big Alliance aims to strengthen links between businesses and community organisations with educational institutions such as ourselves. For the last 5 years KS5 students have undertaken a mentoring programme, linking with volunteers from Euromonitor. This takes place in their offices in Clerkenwell for a term's duration.

In addition, the council has established SEND Creative Vocational Pathways. (The Cultural partners are National Youth Theatre, Sadlers Wells, Almedia Park Theatre, Film Fixer, Angel Shed Theatre include Our link with NYT has provided high quality sessions led by inspirational artists to our KS5 pupils, delivering employability workshops including development of digital and written CV's and in addition, work experience. The goal is for students to learn about creative vocational pathways, engage with cultural organisations in the borough and to be offered routes in to paid employment.

Other partnerships

The school has an exceptional relationship with DFN – Move Forward. This charity supports our young people aged 15 to 24 with mild to moderate learning disabilities make a successful transition from education to full time paid employment. Many of our alumni now have paid employment with Project Search working in hospitals across London and the Deputy Head is part of the Islington Project Search Steering group,

Inspiring The Futures is a not-for-profit organisation that links employers to schools. For many years our pupils have benefited from the high-quality volunteers who come into our school and inspire our young people to achieve their goals and ambitions.

Firm links have been established with employers in Islington and beyond These include LBI Greenspace, TFL, City Farms, Mears, and local charity shops. We also work alongside DWP schools support adviser.

There have been recent developments with employers offering apprenticeships and information is shared with pupils about available apprenticeships via the Careers Lead and Careers Adviser. In addition, employers offering apprenticeships visit the school to facilitate work-related learning and speak to pupils about opportunities within their companies and sectors.

The school has strong links with Further Education colleges and other providers in the area including MENCAP. They attend the annual College and Next Steps Fair, speak to pupils in lessons and offer bespoke visits for our students and families. Any provider wishing to request access should contact the Careers Leader in the first instance. Please refer to the Provider Access Policy.

Current version reviewed by: Stephanie Taylor

Next review date: October 2026