



‘Building Resilience for Future Success’

CEIAG Policy

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People involved in writing this policy:

Sian Thomas (Head teacher)

Senior Leadership Team

Consultation process: All Staff

Governors

All young people at Ancora House School/Hospital Site are entitled to high quality CEIAG that provides them with an understanding of the world of work, helps them to explore all of their career options and supports them to make informed decisions about their career. By following the Gatsby Benchmarks, Ancora House School/Hospital Site wants to help all students to make good choices about their future and to equip them with the right knowledge and skills to face the future.

Ancora House School believes that CEIAG must:

- Respond to the needs of the student and provide impartial information, advice and guidance
- Raise aspirations
- Actively promote equality, diversity and inclusion
- Help young people to progress
- Provide effective Labour Market Information to help students to aid decisions

Effective CEIAG will provide opportunities for our pupils to:

- Know how to access CEIAG to help them to make plans for their future and to reach their potential
- Understand how their achievements are linked to maximising their future potential choices
- Enable students to see the connections between curriculum subjects and future careers
- Enable students to respond positively to opportunities with the appropriate support and guidance

Our school is committed to working under ‘The Gatsby Good Careers Guidance Benchmarks’

1. A stable careers programme
2. Learning from career and labour market information

3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

The CEIAG programme at Ancora House is personalised to the student's need. Young people:

- are provided with the opportunity to develop the knowledge, skills and attitudes to help them manage their learning
- have access to careers education and guidance, irrespective of race, gender, additional needs, culture, background and ability
- will have access to careers education at the point of need
- will receive information which is free of bias towards a particular organisation, employer or individual

The careers programme will be delivered in a range of ways: one to one guidance interviews, small group sessions, guest speakers from different career fields, through supported visits to colleges, training providers and other local providers, they may also be supported to attend career fairs in their local area. Young people will be supported to use online resources. Ancora House School/Hub will endeavour to gain continued support for the student's CEIAG when they are discharged from our unit.

The CEIAG programme aims to:

- develop students understanding of their own skill and abilities
- look at students strengths and weaknesses
- help to develop decision making skills
- assist the understanding of the pathways open after year 11 and beyond
- provide employability skills like CVs, interview skills and support with producing personal statements
- offer support to access useful websites and online tools
- where appropriate, give relevant CEIAG information to parents/carers

Relationship to other Policies

This CEIAG policy embraces policies and procedures for teaching and learning, school visits, curriculum, behaviour, SEN, equality, safeguarding, confidentiality and data protection.

For further information on our careers programme, please contact

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