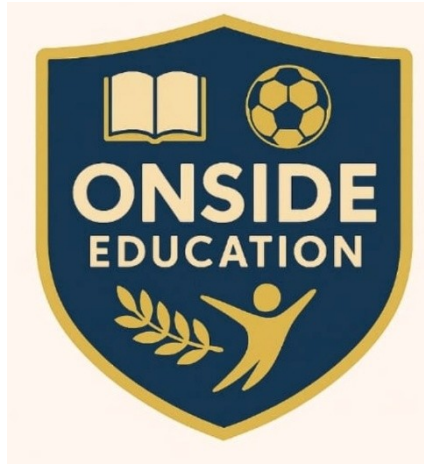




Onside Education

**Careers Education, Information,
Advice and Guidance (CEIAG)**

Policy

Issue date: Sept 2025

Review Date: Sept 2026

1. Policy Statement

Onside Education is committed to providing all pupils receiving secondary education with access to accurate, up-to-date and impartial careers guidance in accordance with:

- Section 42A of the Education Act 1997
- The Technical and Further Education Act 2017 (Baker Clause)
- The Careers Guidance and Access for Education and Training Providers Statutory Guidance
- The Gatsby Benchmarks of Good Career Guidance

Our careers provision supports pupils in making informed choices about a broad range of academic, vocational and apprenticeship pathways and encourages them to fulfil their potential.

Onside Education provides pupils with access to accurate, impartial and up-to-date careers guidance aligned to the Gatsby Benchmarks. The programme enables pupils to make informed decisions across a broad range of academic and vocational pathways and supports them in securing appropriate post-16 destinations. Impact is evidenced through destination data, personalised planning and employer engagement.

2. Vision

At Onside Education, our vision is to ensure every learner leaves with:

- ✓ A confirmed post-16 destination
- ✓ A clear and realistic progression pathway
- ✓ Strong employability skills
- ✓ Financial literacy
- ✓ Confidence in professional communication
- ✓ An understanding of their rights and responsibilities in the workplace

Careers education is delivered impartially and without bias. All routes — including A Levels, T Levels, vocational qualifications, apprenticeships and employment — are presented equally.

We prioritise aspiration, social mobility and equality of opportunity, particularly for pupils in Alternative Provision.

3. Aims

The careers programme aims to:

- Raise aspirations and broaden horizons
- Provide accurate labour market information (LMI)
- Develop self-awareness of strengths and interests
- Equip pupils with practical employability skills
- Enable informed decision-making
- Support successful transition to post-16 education or employment
- Promote equality of opportunity

4. Implementation

4.1 Stable Careers Programme (Gatsby Benchmark 1)

Careers education is embedded through:

- KS3 PSHE careers awareness modules
- 39-week Year 10 Careers Scheme of Work
- 39-week Year 11 Careers Scheme of Work
- Work experience preparation and reflection
- Employer encounters and guest speakers
- Structured progression planning

The programme is reviewed annually and evaluated through destination data and pupil voice.

4.2 Labour Market Information (Gatsby Benchmark 2)

Pupils access up-to-date LMI through:

- Research of local job sectors
- Exploration of growth industries (STEM, digital, health)
- National Apprenticeship Service resources
- College and training provider information
- Cost of living and financial awareness sessions

4.3 Addressing Individual Needs (Gatsby Benchmark 3)

Provision is personalised through:

- Skills audits
- Individual pathway plans
- Target setting and review cycles
- Backup planning
- Destination tracking
- Additional support for SEND/SEMH pupils

All KS4 pupils receive structured guidance conversations, and where possible, at least one documented 1:1 careers guidance interview.

Preparation for Adulthood (SEND, EHCP and Care-Experienced Pupils)

Careers planning for pupils with SEND, EHCPs, SEMH needs or care experience will form part of wider preparation for adulthood planning.

Support may include:

- Transition planning meetings
- Additional careers interviews
- Supported college visits
- EHCP annual review contribution
- Independent living discussions
- Employment readiness planning
- Supported internship exploration

- Apprenticeship opportunities
- Engagement with social workers, Virtual School staff and other professionals where appropriate

Careers targets may be incorporated into EHCP outcomes, Individual Learning Plans and transition plans.

4.4 Linking Curriculum to Careers (Gatsby Benchmark 4)

Careers education links to curriculum areas including:

- Financial literacy and employment
- Equality law and workplace rights
- Enterprise education
- Vocational pathways (Construction, Sport, Hair & Beauty, STEM)

4.5 Encounters with Employers (Gatsby Benchmark 5)

Pupils access:

- Guest speaker sessions
- Employer panels
- Mock interviews
- Workplace behaviour training

4.6 Experiences of Workplaces (Gatsby Benchmark 6)

Where appropriate, pupils engage in:

- Work experience
- Workplace scenario simulations
- Health and Safety awareness
- Professional conduct preparation

Work Experience and Off-Site Activity Safeguarding

All work experience placements, workplace visits and employer encounters will be subject to appropriate safeguarding checks and risk assessments.

Consideration will be given to:

- Health and safety arrangements
- Employer suitability
- Travel arrangements
- Pupil vulnerability
- SEND and SEMH needs
- Medical requirements
- Supervision arrangements

Risk assessments will be reviewed prior to participation and shared with relevant staff where appropriate.

4.7 Encounters with Further and Higher Education (Gatsby Benchmark 7)

Pupils explore:

- A Levels
- T Levels
- Apprenticeships
- Vocational qualifications
- Local FE colleges
- Entry requirements
- Student finance

All routes are presented impartially.

4.8 Personal Guidance (Gatsby Benchmark 8)

Pupils in KS4 receive:

- Individual pathway planning

- CV and personal statement support
- Structured careers guidance conversations
- Destination confirmation support

Where possible, pupils are offered access to a qualified careers adviser.

5. Provider Access Policy (Baker Clause Compliance)

Onside Education ensures that:

- A range of education and training providers have access to pupils in Years 8–11.
- Providers can request access through the Head of Provision.
- Pupils have opportunities to hear from technical education and apprenticeship providers.

Provider Access Requests

Provider access requests should be made to:

Adam Gray

Head of Provision and Careers Lead

Onside Education

Email: onsideAP@u-educate.co.uk

Telephone: 07425 251853

Requests will be considered against:

- The planned careers programme
- Safeguarding requirements
- Risk assessments
- Curriculum relevance
- Pupil age, ability and needs
- SEND, EHCP and SEMH considerations
- Availability of suitable facilities and staffing

5.1 Provider Access Statement

In accordance with the Technical and Further Education Act 2017 and statutory careers guidance, Onside Education provides all pupils in Years 8 to 11 with opportunities to learn about a broad range of education and training pathways.

This includes:

- Further Education colleges
- Sixth Form providers
- T Level providers
- Apprenticeship providers
- Independent Training Providers
- Employers
- Supported employment providers
- Specialist post-16 SEND providers

All pupils in Years 8 to 11 will receive planned opportunities to hear from technical education and apprenticeship providers and will be offered impartial personal guidance appropriate to their age, ability, SEND/EHCP and SEMH profile.

Opportunities may include:

- Careers fairs
- Employer encounters
- College presentations
- Apprenticeship workshops
- Technical education presentations
- Workplace visits
- Mock interviews
- Careers guidance interviews

The school will provide suitable facilities for provider presentations where appropriate.

6. Monitoring and Evaluation

Impact is measured through:

- Destination data

- Pupil voice
- Employer feedback
- Skills audit progression
- Learning walks
- Portfolio evidence
- Annual Gatsby self-assessment

This policy is reviewed annually to ensure alignment with statutory guidance.

7. Roles and Responsibilities

Governing Body

- Ensure statutory compliance
- Monitor impact
- Review policy annually

Head of Provision

- Oversee implementation
- Ensure impartial delivery
- Maintain provider access compliance

Careers Lead

Careers Lead Responsibilities

The Careers Lead is responsible for:

- Coordinating the careers programme
- Monitoring Gatsby Benchmark compliance
- Tracking pupil destinations
- Maintaining destination data
- Liaising with colleges, training providers and employers
- Supporting transition planning
- Reporting destination outcomes to senior leaders and the Proprietor

Destination information will be reviewed annually to evaluate the effectiveness of careers provision and transition support.

Staff

- Deliver curriculum-linked careers education
- Promote aspiration and equality

8. Equality and Inclusion

Careers education is delivered in line with the Equality Act 2010.

All pupils receive equal access to guidance, regardless of:

- Gender
- Disability
- Race
- Religion
- Sexual orientation
- Socioeconomic background

The programme actively promotes aspiration and challenges stereotypes.

9. Review

This policy will be reviewed annually or sooner if statutory guidance changes.