

# Co-op Academy Bebington CEIAG Programme

2026-2027

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| Approved by: SLT viewed by ACC<br>Date : September 2026 | Last reviewed on: July 2026 | Next review due by: July 2027 |
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**Careers Leaders : Mr Dan Ridd (strategic) and Mrs Lucy Forber (operational)**

## **Rationale and Vision**

Our academy is committed to ensuring all of our students have access to highly impartial careers advice and to a range of employers who can support them in considering their future. To help us do this we align our CEIAG Plan to the Gatsby Benchmarks which have been explicitly referenced throughout the DfE's Careers Strategy (December 2017) the Statutory Guidance for careers (January 2018) and aligns to the delivery of independent careers guidance to year 8-13 pupils in accordance with section 42A of the Education Act 1997. We also have a Provide Access Policy that focuses specifically on technician qualifications and apprenticeships that is available in our "policies" section

The 8 Gatsby benchmarks are outlined below:

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each student
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experience of work places
7. Encounters with further and higher education
8. Personal guidance

The vision for the development of CEIAG across our academy is to provide the very best opportunities to enable our students to make informed and incisive decisions throughout, and beyond, their school life. By using the Gatsby benchmarks as a framework of best practice we have a CEIAG programme that meets the needs of our ever changing cohort of students, providers and labour market landscape. Our plan promotes equality of opportunity, celebrates diversity and challenges stereotypes whilst inspiring, raising aspirations and giving our students an optimistic outlook on life and their place in the world of work. We are always guided by our Coop values:

**Do what matters most**

What matters most is ensuring that our students achieve the best possible outcomes.

**Be yourself, always**

We bring our best self to work, so that we each contribute a bit of our own unique Co-op difference, and respect others for doing the same.

**Show you care**

We care about our Co-op, our colleagues, our members, our students, their parents and communities, now and for the future.

**Succeed together**

Co-operating is what makes us different; we're better and stronger when we work together.

Incorporate Co-op values

## **Intent**

Our CEIAG programme is both bespoke and unique to our academy and is reviewed on an annual basis to meet our students needs based on our monitoring and evaluation processes. We are committed to providing a coherently planned and sequenced programme that reflects our academies context and core values. Our programme is designed to entitle all learners to develop their knowledge, skills, understanding and cultural capital they need to go on to destinations that meet their aspirations and interests. With this in mind we aim:-

- To provide impartial and independent advice for all pupils (**Gatsby Benchmark 1 - 8**)
- To contribute to strategies for raising achievement, especially by increasing motivation, attitude to learning and attendance (**Gatsby 3**)
- To support inclusion, challenge stereotyping and promote equality of opportunity (**Gatsby 3,4**)
- To encourage participation in continued learning including higher education, further education and apprenticeships (**Gatsby 7,8**)
- To develop enterprise and employment skills (**Gatsby 2,3**)
- To provide relevant information and understanding of the wide range of pathways and qualifications available to ensure students make the right choices regarding their post 16 / 18 options and hence reduce 'drop out' from and 'course switching' in education and training (**Gatsby 3,5,6,7,8**)
- To contribute to the economic prosperity of individuals and communities (**Gatsby 2,5,7**)
- To meet the needs of all our pupils through appropriate differentiation (**Gatsby 3**)
- To focus students on their future aspirations and opportunities (**Gatsby 3,4,8**)
- To involve parents and carers (**Gatsby 1,2,5,6,7**)
- To support the raising of the participation age and assist with positive destinations for all pupils post 16, 17 and 18 (**Gatsby 1,4,8**)
- To meet the needs of our current cohort of students across each year group (**Gatsby 1,3**)
- To use current LMI to enable students, staff and parents to engage actively with local and national CEIAG information so that they can increase their knowledge and understanding about the world of work. (**Gatsby 1,2,3**)
- To use student's parents, staff feedback to reflect on our current provision in order to develop our future CEIAG programme (**Gatsby 1,2,3**)
- To provide additional support to specific vulnerable groups such as SEND and pupil premium (**Gatsby 1-8**)
- All stakeholders have a clear understanding of CEIAG and rationale and vision (**Gatsby 1**)
- To monitor and evaluate current provision in order to ensure our programme is quality assured in line with other curriculum areas (**Gatsby 1**)

- To share best practice with other Co-op academies at network events to ensure reflection and development of own programme (**Gatsby 1**)
- To ensure all students actively engage with a CEIAG tracking platform to support them in making informed choices about their Career development plan (**Gatsby 1,2,3**)
- To maintain the Quality in Careers award in recognition of all that our academy offers (**Gatsby 1**)

### **Implementation**

Our programme is taught via bespoke activities, subject curriculum and extracurricular activities, and a wide range of enrichment activities.

CEIAG is delivered by a wide range of providers such as our internal CEIAG coordinator Mrs Heald, teachers and support staff, FE Colleges, Universities, visiting speakers, employers and employees. This delivery includes bespoke workshops, assemblies, work visits, work experience, mock interviews, immersion days, careers fairs, step up days and via subject curriculum. Our students are supported and encouraged to explore possible pathways they may take in the future, to ensure they have the very best start in life. Our staff receive regular CPD to support them in embedding employability skills into their subject areas. Our parents can access our academy's website which provides clear links to a range of CEIAG related events and information about local market information (LMI) to UCAS applications to Apprenticeships. Parents are also encouraged to attend our CEIAG drop in sessions and parents evenings.

| <b>Year Group</b> | <b>Autumn Term 2025 (linked to BM)</b>                                                                                                                      | <b>Intended learning outcomes</b>                                                                                                                                                                                                                                                              |
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| <b>7</b>          | <p>Career Awareness assemblies November (<b>Gatsby 1,2,3,5</b>)</p> <p>LJMU working in our science department with students in school (<b>Gatsby 7</b>)</p> | <p><b>Explore possibilities</b> - Start to raise awareness of local employment and career opportunities</p> <p><b>Career opportunities/ see the big Picture</b> - start taking responsibility for making things happen and exploring the different career opportunities available locally.</p> |

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|    | Careers fair, opportunity to talk to employers, FE, HE and apprenticeship providers on routes into careers <b>(Gatsby 1,2,3,5,7,8)</b>                                                                                                                                              | <p><b>Explore possibilities/ managing career/ career opportunities</b> - An opportunity to talk to employers, training providers and HEIs around routes into employment.</p> <p><b>Grow throughout life</b> - Understanding skills and strengths linked to employability.</p>                  |
| 8  | <p>Career Awareness assemblies November <b>(Gatsby 1,2,3,5)</b></p> <p>Careers fair, opportunity to talk to employers, FE, HE and apprenticeship providers on routes into careers <b>(Gatsby 1,2,3,5,7,8)</b></p>                                                                   | <p><b>Explore possibilities</b> -Start to raise awareness of local employment and career opportunities</p> <p><b>Explore possibilities/ managing career/ career opportunities</b> - An opportunity to talk to employers, training providers and HEIs around routes into employment.</p>        |
| 9  | <p>Career Awareness assemblies November<br/>Challenging stereotypes - Women into Science and Engineering. <b>(Gatsby 1,2,3,5)</b></p> <p>Careers fair, opportunity to talk to employers, FE, HE and apprenticeship providers on routes into careers <b>(Gatsby 1,2,3,5,7,8)</b></p> | <p><b>Explore possibilities</b> -Increase awareness of local employment and career opportunities</p> <p><b>Explore possibilities/ managing career/ career opportunities</b> - An opportunity to talk to employers, training providers and HEIs around routes into employment.</p>              |
| 10 | <p>Career Awareness assemblies November <b>(Gatsby 1,2,3,5)</b></p> <p>Careers fair, opportunity to talk to employers, FE, HE and apprenticeship providers on routes into careers <b>(Gatsby 1,2,3,5,7,8)</b></p>                                                                   | <p><b>Explore possibilities</b> - Continue to increase awareness of local employment and career opportunities</p> <p><b>Explore possibilities/ managing career/ career opportunities</b> - An opportunity to talk to employers, training providers and HEIs around routes into employment.</p> |
| 11 | Input from, FE, employers & Shaping Futures,                                                                                                                                                                                                                                        | <b>Managing career / create opportunities</b> - Focus on routes into                                                                                                                                                                                                                           |

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|    | <p>Future skills questionnaire (<b>Gatsby 1,2,3,4,5</b>)</p> <p>Career Awareness assemblies November<br/>Shaping Futures assemblies (<b>Gatsby 1,2,3,5</b>)</p> <p>Next steps conversations/ surveys with the sixth form and careers team.(<b>Gatsby 1,3,8</b>)</p> <p>Post 16 Future Focus webinar week- providers from Liverpool City Region offering insights into vocational/technical pathways and apprenticeships. (<b>Gatsby 2</b>)</p> <p>LJMU working in our science department with students in school (<b>Gatsby 7</b>)</p> <p>Careers fair, opportunity to talk to employers, FE, HE and apprenticeship providers on routes into careers (<b>Gatsby 1,2,3,5,7,8</b>)</p> | <p>employment, destinations and specifically local opportunities and growth areas.</p> <p><b>Explore possibilities</b>-Focus on technical routes into education</p> <p><b>Explore possibilities/ managing career</b> - Ensuring students move onto positive destinations and have at least one backup plan.</p> <p><b>Explore possibilities/ managing career</b> -Focus on technical routes into education</p> <p><b>Grow throughout life</b> - Develop an understanding of a specific subject in HE.</p> <p><b>Explore possibilities/ managing career/ career opportunities</b> - An opportunity to talk to employers, training providers and HEIs around routes into employment.</p> |
| 12 | <p>Early careers foundation assembly (<b>Gatsby 4</b>)</p> <p>Campus visit for further and higher education, technical and vocational providers and employer encounters (<b>Gatsby 5,6,7</b>)</p> <p>The British Army scholarships (<b>Gatsby 5</b>)</p> <p>Career Awareness assemblies November (<b>Gatsby 1,2,3,5</b>)</p>                                                                                                                                                                                                                                                                                                                                                         | <p><b>Explore possibilities/ managing career</b> -Focus on building inclusive and developmental pathways in careers</p> <p><b>Explore possibilities/ managing career</b> -Exposure to HE, technical and vocational providers and the opportunity to speak directly with them.</p> <p><b>Explore possibilities/ managing career</b> -Awareness of routes into the Army</p> <p><b>Explore possibilities</b> -Focus on specific sectors within employment that students would not normally have exposure to.</p>                                                                                                                                                                          |

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|                                                 | Careers fair, opportunity to talk to employers, FE, HE and apprenticeship providers on routes into careers <b>(Gatsby 1,2,3,5,7,8)</b>                                                                                                                                                                                                                                                                                                                                          | <b>Explore possibilities/ managing career/ career opportunities</b> - An opportunity to talk to employers, training providers and HEIs around routes into employment.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>13</b>                                       | <p>Early careers foundation assembly <b>(Gatsby 4)</b></p> <p>Campus visit for further and higher education, technical and vocational providers and employer encounters <b>(Gatsby 5,6,7)</b></p> <p>Year 13 applications day <b>(Gatsby 2, 7 &amp;8)</b></p> <p>Career Awareness assemblies November <b>(Gatsby 1,2,3,5)</b></p> <p>Careers fair, opportunity to talk to employers, FE, HE and apprenticeship providers on routes into careers <b>(Gatsby 1,2,3,5,7,8)</b></p> | <p><b>Explore possibilities/ managing career</b> - Focus on building inclusive and developmental pathways in careers</p> <p><b>Explore possibilities/ managing career</b> -Exposure to HE, technical and vocational providers and the opportunity to speak directly with them.</p> <p><b>Grow throughout life/ explore possibilities/ manage career/ create opportunities</b> -Focus on finding appropriate destinations post 18.</p> <p><b>Explore possibilities</b> - Focus on specific sectors within employment that students would not normally have exposure to.</p> <p><b>Explore possibilities/ managing career/ career opportunities</b> - An opportunity to talk to employers, training providers and HEIs around routes into employment.</p> |
| <b>Additional provision for targeted groups</b> | <p>1:1 interviews yr11 and referrals from all other years.<b>(Gatsby 8)</b></p> <p>Enhanced transition for students with EHCPs <b>(Gatsby 8)</b></p>                                                                                                                                                                                                                                                                                                                            | <p><b>All CDI learning areas-</b> Students have access to a detailed personal careers plan</p> <p><b>All CDI learning areas-</b> Students have the opportunity to visit their next step with the support of Academy staff.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

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|              | REACH programme yr 9 potential NEET students<br><b>(Gatsby 2, 5, 6)</b> | <b>Grow throughout life/ explore possibilities/ managing career/ creating opportunities</b> - Students are paired up with Link Contracting, sessions include visits to workplaces, employability skills and aspirations. |
| <b>Staff</b> | Unifrog CPD <b>(Gatsby 2,4)</b>                                         | Staff are aware of the Local opportunities and are able to signpost students within their subject areas to potential career routes but also as a form tutor looking at their wider wellbeing.                            |

| <b>Year Group</b> | <b>Spring Term 2026 (linked to BM)</b>                                                                                                                                                                                                                                          | <b>Intended learning outcomes</b>                                                                                                                                                                                                                                                                                            |
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| <b>7</b>          | <p>National Apprenticeship week, assemblies and guest speaker ASK/Co-op <b>(Gatsby 1,2,3,4)</b></p> <p>National Careers week, assemblies and guest speakers <b>(Gatsby 1,2,3,4)</b></p> <p>LJMU working in our science department with students in school <b>(Gatsby 7)</b></p> | <p><b>Explore possibilities</b> -Introduce Apprenticeships and how they differ to other routes into employment.</p> <p><b>Explore possibilities</b> -Introduce students to the different pathways into careers.</p> <p><b>Grow throughout life</b> - Start to develop an awareness of HE and the context of specialisms.</p> |
| <b>8</b>          | Careers fair, opportunity to talk to employers, FE, HE and apprenticeship providers on routes into careers <b>(Gatsby 1,2,3,5,7,8)</b>                                                                                                                                          | <b>Explore possibilities/ managing career/ career opportunities</b> - An opportunity to talk to employers, training providers and HEIs around routes into employment.                                                                                                                                                        |

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|           | <p>National Apprenticeship week, assemblies and guest speaker ASK/Co-op (<b>Gatsby 1,2,3,4</b>)</p> <p>Year 8 Future focus week.(<b>Gatsby 1,2,3,4,5</b>)</p> <p>National Careers week, assemblies and guest speakers (<b>Gatsby 1,2,3,4</b>)</p>                                                                                                                                               | <p><b>Explore possibilities</b> -Develop understanding of Apprenticeships and the career opportunities.</p> <p><b>Explore possibilities</b> -Understanding skills and strengths linked to enterprise and routes into employment.</p> <p><b>Explore possibilities</b> -To explore some of the career options available locally and the route into them</p>                                                                                                                                                                                                                                               |
| <b>9</b>  | <p>Careers fair, opportunity to talk to employers, FE, HE and apprenticeship providers on routes into careers (<b>Gatsby 1,2,3,5,7,8</b>)</p> <p>National Apprenticeship week, assemblies and guest speaker ASK/Co-op (<b>Gatsby 1,2,3,4</b>)</p> <p>National Careers week, assemblies and guest speakers (<b>Gatsby 1,2,3,4</b>)</p> <p>Year 9 Future focus week.(<b>Gatsby 1,2,3,4,5</b>)</p> | <p><b>Explore possibilities/ managing career/ career opportunities</b> - An opportunity to talk to employers, training providers and HEIs around routes into employment.</p> <p><b>Explore possibilities</b> -Deepen understanding of Apprenticeships and start to explore the opportunities locally</p> <p><b>Explore possibilities</b> -Discuss the different pathways into careers and to have employer insights into a few key growth areas locally.</p> <p><b>Managing career / create opportunities</b> - Understanding skills and strengths linked to enterprise and routes into employment.</p> |
| <b>10</b> | <p>Careers fair, opportunity to talk to employers, FE, HE and apprenticeship providers on routes into careers (<b>Gatsby 1,2,3,5,7,8</b>)</p> <p>National Apprenticeship week, assemblies and guest speaker ASK/Co-op (<b>Gatsby 1,2,3,4</b>)</p> <p>National Careers week, assemblies and guest speakers (<b>Gatsby 1,2,3,4</b>)</p> <p>Work experience, either self-placed or from School</p> | <p><b>Explore possibilities/ managing career/ career opportunities</b> - An opportunity to talk to employers, training providers and HEIs around routes into employment.</p> <p><b>Explore possibilities</b> -Revisit Apprenticeships and look in more depth at the opportunities locally.</p> <p><b>Explore possibilities</b> -Discuss the different pathways into careers and to have employer insights into a few key growth areas locally.</p> <p><b>All CDI learning areas</b>- Students have the opportunity to experience and</p>                                                                |

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|           | database - liaise with CEIAG coordinator and Deputy Headteacher <b>(Gatsby 1,2,3,5,6)</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | work in a field that interests them.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>11</b> | <p>Careers fair, opportunity to talk to employers, FE, HE and apprenticeship providers on routes into careers <b>(Gatsby 1,2,3,5,7,8)</b></p> <p>National Apprenticeship week, assemblies and guest speaker ASK/Co-op <b>(Gatsby 1,2,3,4)</b></p> <p>National Careers week, assemblies and guest speakers <b>(Gatsby 1,2,3,4)</b></p> <p>Mock interviews with employers FE/HE and apprenticeship providers, One to one feedback on CVs from previous term as well as interview techniques <b>(Gatsby 1,3,5)</b></p> <p>LJMU working in our science department with students in school <b>(Gatsby 7)</b></p> | <p><b>Explore possibilities/ managing career/ career opportunities</b> - An opportunity to talk to employers, training providers and HEIs around routes into employment.</p> <p><b>Explore possibilities</b> -Revisit Apprenticeships and look at the live opportunities locally.</p> <p><b>Explore possibilities</b> -Further explore routes into employment and employer insights into specific industry opportunities locally.</p> <p><b>Manage career/ create opportunities/ grow throughout life</b> Students have experience of a traditional application process and gain feedback on performance.</p> <p><b>Grow throughout life</b> - To continue to develop an understanding of a specific subject in HE.</p> |
| <b>12</b> | <p>Careers fair, opportunity to talk to employers, FE, HE and apprenticeship providers on routes into careers <b>(Gatsby 1,2,3,5,7,8)</b></p> <p>National Apprenticeship week, assemblies and guest speaker ASK/Co-op <b>(Gatsby 1,2,3,4)</b></p> <p>National Careers week, assemblies and guest speakers <b>(Gatsby 1,2,3,4)</b></p> <p>Work experience, either self-placed or from School</p>                                                                                                                                                                                                             | <p><b>Explore possibilities/ managing career/ career opportunities</b> - An opportunity to talk to employers, training providers and HEIs around routes into employment.</p> <p><b>Explore possibilities</b> -Revisit Apprenticeships and look at the live opportunities locally.</p> <p><b>Explore possibilities</b> -Further explore routes into employment and employer insights into specific industry opportunities locally.</p>                                                                                                                                                                                                                                                                                   |

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|                                                 | <p>database - liaise with CEIAG coordinator and Careers leaders <b>(Gatsby 1,2,3,5,6)</b></p> <p>Mock interviews with employers FE/HE and apprenticeship providers, One to one feedback on CVs from previous term as well as interview techniques <b>(Gatsby 1,3,5)</b></p>                                                                                                                                                                                                                                         | <p><b>All CDI learning areas-</b> Students have the opportunity to experience and work in a field that interests them.</p> <p><b>Manage career/ create opportunities/ grow throughout life</b> -Students have experience of a traditional application process and gain feedback on performance.</p>                                                                                                                                                                                                                                                                                                            |
| <b>13</b>                                       | <p>Careers fair, opportunity to talk to employers, FE, HE and apprenticeship providers on routes into careers <b>(Gatsby 1,2,3,5,7,8)</b></p> <p>National Apprenticeship week, assemblies and guest speaker ASK/Co-op <b>(Gatsby 1,2,3,4)</b></p> <p>National Careers week, assemblies and guest speakers <b>(Gatsby 1,2,3,4)</b></p> <p>Mock interviews with employers FE/HE and apprenticeship providers, One to one feedback on CVs from previous term as well as interview techniques <b>(Gatsby 1,3,5)</b></p> | <p><b>Explore possibilities/ managing career/ career opportunities</b> - An opportunity to talk to employers, training providers and HEIs around routes into employment.</p> <p><b>Explore possibilities</b> -Revisit Apprenticeships and look at the live opportunities locally.</p> <p><b>Explore possibilities</b> -Further explore routes into employment and employer insights into specific industry opportunities locally.</p> <p><b>Manage career/ create opportunities/ grow throughout life</b> -Students have experience of a traditional application process and gain feedback on performance.</p> |
| <b>Additional provision for targeted groups</b> | <p>1:1 interviews yr11 and referrals from all other years.<b>(Gatsby 8)</b></p> <p>Enhanced transition for students with EHCPs <b>(Gatsby 8)</b></p> <p>REACH programme yr 9 potential NEET students <b>(Gatsby 2, 5, 6)</b></p>                                                                                                                                                                                                                                                                                    | <p><b>All CDI learning areas-</b> Students have access to a detailed personal careers plan</p> <p><b>All CDI learning areas-</b> Students have the opportunity to visit their next step with the support of Academy staff.</p> <p><b>Grow throughout life/ explore possibilities/ managing career/ creating opportunities</b> -Students are paired up with Link Contracting, sessions include visits to workplaces, employability skills and aspirations.</p>                                                                                                                                                  |

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|              | T4C project in year 7 ( <b>Gatsby 5, 6</b> )                                                                                             | <b>Balancing life and work/ seeing the bigger picture</b> - T4C Programme Coordinators and a team of mentors to deliver a social action project that makes a positive change in their school or college community. |
| <b>Staff</b> | Careers fair, opportunity to talk to employers, FE, HE and apprenticeship providers on routes into careers ( <b>Gatsby 1,2,3,5,7,8</b> ) | Increase awareness of routes into employment, destinations and local opportunities.                                                                                                                                |

| <b>Year Group</b> | <b>Summer Term 2026 (linked to BM)</b>                                                                                                                         | <b>Intended learning outcomes</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
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| <b>7</b>          | Year 7 Future focus week ( <b>Gatsby 1,2,3,4,5</b> )                                                                                                           | <b>Explore possibilities</b> -Understanding skills and strengths linked to enterprise and routes into employment.                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>8</b>          | Enterprise activity delivered through DT curriculum ( <b>Gatsby 2,4,5,6</b> )                                                                                  | <b>Balance life and work/ explore possibilities</b> - To think in an entrepreneurial way and work with Unilever.                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>9</b>          | University Campus visit ( <b>Gatsby 7</b> )<br><br>Year 9 careers uncovered ( <b>Gatsby 1,2,3,4,5,6</b> )<br><br>Year 9 careers safari ( <b>Gatsby 4,5,6</b> ) | <b>Explore possibilities/ managing career</b> - Exposure to HE and the opportunity to speak directly with them, address misconceptions.<br><br><b>Grow throughout life/ explore possibilities/ manage career/ create opportunities</b> - To develop an understanding of the core businesses within the Co-op. To engage with research, pre and post work alongside employer encounters.<br><br><b>All CDI learning areas</b> -To develop an understanding of different businesses. To engage with research, pre and post work alongside employers. |
| <b>10</b>         | University Campus visit ( <b>Gatsby 7</b> )                                                                                                                    | <b>Explore possibilities/ managing career</b> -Exposure to HE and the opportunity to speak directly with them, address misconceptions.                                                                                                                                                                                                                                                                                                                                                                                                             |

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|                                                 | Year 10 Future focus week.(Gatsby 1,2,3,4,5)                                                                                                                                                                                                                                                                                                             | <b>Grow throughout life/ Balance life and work/ manage career/ create opportunities</b> -To reflect on the experience of the workplace.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>11</b>                                       |                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>12</b>                                       | Year 12 Future focus day (Gatsby 7,8)                                                                                                                                                                                                                                                                                                                    | <b>Manage career/ grow throughout life/ explore possibilities</b> -To explore opportunities at post 18 locally and nationally, planning next steps actively setting targets.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>13</b>                                       |                                                                                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <b>Additional provision for targeted groups</b> | <p>Enhanced transition for students with EHCPs</p> <p>REACH programme yr 9 potential NEET students</p> <p>T4C project in year 7</p> <p>1:1 interviews yr10 at risk of NEET and referrals from all other years.</p> <p>CEIAG coordinator to sit in on EHCP reviews</p> <p>Internal AP extended WEX placement sorted for KS4 cohort starting September</p> | <p><b>All CDI learning areas-</b> Students have the opportunity to visit their next step with the support of Academy staff.</p> <p><b>Grow throughout life/ explore possibilities/ managing career/ creating opportunities</b> -Students are paired up with Link Contracting, sessions include visits to workplaces, employability skills and aspirations.</p> <p><b>Balancing life and work/ seeing the bigger picture</b> -T4C Programme Coordinators and a team of mentors to deliver a social action project that makes a positive change in their school or college community.</p> <p><b>All CDI learning areas-</b> Students have access to a detailed personal careers plan</p> <p><b>All CDI learning areas-</b> Students' next steps are considered at each review.</p> <p><b>Grow through life/ explore possibilities/ manage career/ create opportunities</b> - Students are engaged with school and see the value of their education. Suspensions and behaviour instances are reduced and students move into positive next steps at the end of KS4.</p> |

|              |                                                                 |                                     |
|--------------|-----------------------------------------------------------------|-------------------------------------|
|              |                                                                 |                                     |
| <b>Staff</b> | Work experience visits for year 10 and 12 ( <b>Gatsby 5,6</b> ) | Staff engage with local businesses. |

#### Possible events

- Visits to Universities (**Gatsby 1,3,7**)
- Visits to FE College (**Gatsby 1,3,7**)
- PSHCE CEIAG element of SoL (**Gatsby 1,2,3,4**)
- Career sector assemblies (**Gatsby 1,2,3,5**)
- Access to Start / Unifrog / Xello to support students creating in individual Career Development Plan (**Gatsby 1, 2, 3**)
- Enrichment week (**Gatsby 1, 2, 3 ,5,7**)
- Industry insight days (**Gatsby 1,2,3,4,5,6**)
- Future Skills Questionnaire (**Gatsby 1,3,8**)
- Careers fair (**Gatsby 1,2,3,5,7,8**)
- FE / HE fairs (**Gatsby 1,3,7,8**)
- External providers ie Enterprise / Dragon Den drop down days (**Gatsby 1,2,3,5**)
- Career panels (**Gatsby 1,2,3,5**)
- Career insight visits (**Gatsby 1,2,3,5**)
- Subject related “Do Nows / Starter” during National Career Week (**Gatsby 1,2,3,4**)
- Y9 Career events preparation for options ie Career information evening (**Gatsby 1,3,7**)
- Y9 internal taster sessions prior to options (**Gatsby 1,3,4**)
- Apprenticeship assembly / workshops (**Gatsby 1,2,3,5**)
- LMI assembly / PSHCE / workshops (**Gatsby 1,2,4**)
- Leeds Manufacturing week (**Gatsby 1,2,3,5,6**)
- Workplace visits (all years) (**Gatsby 1,2,3,5,6**)
- Employer mentoring (**Gatsby 1,3,5**)
- Y10 works place visit / experience (**Gatsby 1,2,3,5,6**)
- CEIAG enrichment days / weeks (**Gatsby 1,2,3,4, 5,6**)
- 1 - 1 interviews with Careers Advisor (**Gatsby 1,3,8**)

- Sixth form open evening (**Gatsby 1,2,3,5,7**)
- Curriculum links to employers (**Gatsby 1,2,3,4,5,6**)
- Masterclasses (**Gatsby 1,2,3,4,5**)
- Motivational speakers (**Gatsby 1,2,3,5**)
- Targeted motivational speakers ie challenging stereotypes / SEND (**Gatsby 1,2,3,4,5**)
- STEM activities (**Gatsby 1,2,3,4,5,6**)
- SEND / vulnerable groups additional support / projects (**Gatsby 1,2,3,4,5,6**)
- Mock interviews (**Gatsby 1,3,5**)
- CV / job application preparation (**Gatsby 1,2, 3,4,5**)
- Staff LMI / Apprenticeship CPD (**Gatsby 1,2,3**)
- CEIAG subject ambassadors meetings (**Gatsby 1,2,3,4**)
- Curriculum mapping (**Gatsby 1,2,3,4**)

## **Y12/13**

Many of the above plus:-

- UCAS support (**Gatsby 1,2,3,4,5,8**)
- Job application support (**Gatsby 1,2,3,4,5,8**)
- Meaningful work experience linked to career plan (**Gatsby 1,2,3,5,6**)

## **SEND and other vulnerable groups**

All CEIAG opportunities are fully inclusive and are designed to engage with all students. However embedded within our programme are additional events / activities to support our students with SEND such :

- A series of 1 - 1 interviews , parents invited, support assistant available (**Gatsby 1,3**)
- Preparing for the world of work workshops (**Gatsby 1,2,3**)
- Structured KS4 transition programme in post 16 ie taster sessions / days, mentoring (**Gatsby 1,2,3**)
- Focused enterprise activity sessions (**Gatsby 1,2,3,4**)
- Structured mock interviews (**Gatsby 1,2,3, 5,7**)
- Supported work experience (**Gatsby 1,2,3,5,6**)
- Access to inspirational role models (alumni?) (**Gatsby 1,3**)
- Appropriate KS4 pathways available in curriculum (**Gatsby 1,3,4**)

- Work shadowing (**Gatsby 1,2,3,5,6**)
- Partnerships with employers with a diverse workforce (**Gatsby 1,3, 5**)
- Careers Advisor present at EHCP annual review in KS4 (**Gatsby 1,3,8**)

## **Staff**

- Annual feedback on Compass (**Gatsby 1**)
- PSHCE curriculum review (**Gatsby 1,2,3,4**)
- Unifrog CPD (**Gatsby 1,2,3,4**)

## **Impact**

Measuring the impact of our CEIAG programme supports us to develop it on a termly / annual basis and to know that we are making a positive and empowering difference. We value quantitative and qualitative feedback from all stakeholders and ensure our evaluations lead to change / amendments in our future planning. We undertake internal and external quality assurance to ensure our intent and implementation is in-line with our expectations. We measure impact in the following ways:

- Positive destinations data for all
- Tracking of Compass over time
- Reduced NEET figures over time (Include your 3 year trend for NEETs)- i.e **NEET Figures (Not in Education, Employment or Training)**
- Feedback and evaluation for all events, both quantitative and qualitative
- Increase in attendance / reduction in PA over time
- Reduction in behaviour incidents including Ftex / P ex over time
- Increase in A2L data
- Progress and achievement data over time with reference to vulnerable groups ie SEND
- Reviewing progression data over time ie take up of Apprenticeships, entry into FE with reference to vulnerable groups ie SEND
- Development of employability skills after key events
- Employer engagement increasing

### Destination Data (NEET figures)

| 21-22   |          | 22-23   |          | 23-24   |          | 24-25   |          |
|---------|----------|---------|----------|---------|----------|---------|----------|
| Y11     |          | Y11     |          | Y11     |          | Y11     |          |
| Academy | National | Academy | National | Academy | National | Academy | National |
| 2.3%    | 4.7%     | 3.25%   | 5.1%     | 2%      | 6.2%     | 1.5%    | 2.1%     |
| Y13     |          | Y13     |          | Y13     |          | Y13     |          |
| Academy | National | Academy | National | Academy | National | Academy | National |
| 2%      | 15.8%    | 2%      | 14.3%    | 6.5%    | 14.5%    | 1%      | 13%      |

### Useful websites

#### **Links to various FE colleges**

[Wirral Met College](#); [The City of Liverpool College](#); [Cheshire College](#); [Hugh Baird College](#) for children and young people with SEND Wirral's local offer is here [Wirral's Local Offer](#) For information on school and learning in the Wirral area, please visit [Schools and adult learning | wirral.gov.uk](#)

#### **Universities**

<https://www.ucas.com/corporate/news-and-key-documents/news/new-ucas-hub-encourages-students-shoot-stars> (New Hub that has replaced UCAS progress)

www.russell group.ac.uk (represents 24 leading universities, source of careers information & advice including 'informed choices' a downloadable guide to making post 16 choices)

<https://www.gov.uk/student-finance> (Student finance)

<https://universitycompare.com/> (comparing different universities)

<https://universitycompare.com/rankings/> (University rankings)

<https://www.unitasterdays.com/> (A directory of university events for school groups and individual students.)

## **Apprenticeships**

<https://www.gov.uk/apply-apprenticeship>

<https://www.ucas.com/apprenticeships-in-the-uk>

<https://www.apprenticeships.gov.uk/>

<https://www.prospects.ac.uk/jobs-and-work-experience/apprenticeships>

<https://allaboutapprenticeships.co.uk/>

<https://amazingapprenticeships.com/>

<https://careerfinder.ucas.com/jobs/apprenticeship/>

## **Careers Games**

<https://panjango.com/pages/panjango-online>

<https://icould.com/buzz-quiz/>

Which Animal Are You? In under five minutes, discover: your strengths and what makes you tick / what you're like as a boyfriend or girlfriend / which celebrities share your personality type. There are 16 possible results, each connected to an animal

## **Online platforms**

[www.unifrog.org](http://www.unifrog.org)

[www.grofar.com](http://www.grofar.com)

## **Labour Market Information (LMI)**

<https://www.liverpoollep.org/growth-sectors/>

[Resources - Liverpool City Region Careers Hub](#)

## Other

<https://nationalcareers.service.gov.uk/> (provides information, advice and guidance to help you make decisions on learning, training and work)

<https://www.careersbox.co.uk/> (A great source of up to the minute job profile films)

<https://icould.com/> (Career videos to find out about a wide range of careers and opportunities. Take the Buzz Quiz – it's great fun!)

<https://www.gov.uk/government/publications/careers-of-the-future> (what does the future hold!)

<https://successatschool.org/>

Success at School is the place for young people to explore careers, get the lowdown on top employers, and search for the latest jobs, courses and advice. Get career smart and Register today! Success at school have highlighted some of the different careers that are helping us through the current crisis.

<https://www.notgoingtouni.co.uk/> (opportunities if you decide university is not for you)

<https://uk.job-applications.com/> (has useful videos, demonstrating how to complete the online applications for many top companies in the UK, as well as providing detailed information on salaries and interviews. Applications forms can be printed off directly from this site.)

<http://www.talkingjobs.net/> (An online video player that delivers a series of career case studies)

<https://www.skillsbuilder.org/homelearning>

Everyone needs eight essential skills to succeed - whatever their path in life. Skills builder provides a range of resources for building these skills in a home setting - all underpinned by the Skills Builder Framework. Resources are available for learners aged 4 to 20+.

<https://www.thewowshow.org/students/>

The WOW Show (World of Work) - The WOW Show is a live online channel creating real-life encounters with the world of work to inspire young people about their futures. Have a look at some of the recordings and find out about any careers you are considering for your future.

<https://fledglink.com/>

This free app for students aged 13+ allows students to complete a digital CV and matches them with jobs, apprenticeships and other suitable opportunities.

<https://www.speakersforschools.org/experience-2/vwex/>

Speakers for schools - virtual work experiences Working with over 50 leading employers across industries, this offers students the chance to apply for interactive, high impact placements, through a safeguarded application portal and platform. During placements, students interact with employers, complete real work projects and work together to gain industry insights and skills.

<https://www.healthcareers.nhs.uk/>

Careers in Health Professions – Make a difference with a career in health. Get all the information you need to take the next step in your career. Health professions have been highlighted during the Coronavirus pandemic and demand is expected to increase. There are hundreds of types of careers in health available so it is definitely worth consideration. The NHS employs around 1.5 million people and there are over 350 roles

to choose from, not just a doctor or a nurse! You can see a list of the careers available here: [stepintothenhhs.nhs.uk/careers](https://stepintothenhhs.nhs.uk/careers) and you can compare the many varied careers available here: [healthcareers.nhs.uk/explore-roles/compare-roles](https://healthcareers.nhs.uk/explore-roles/compare-roles)

## **Parents**

<https://targetcareers.co.uk/parents-and-teachers>

<https://careerready.org.uk/parents>

<https://www.careeralchemy.co.uk/choosing-career-paths.html>