

York Steiner School

POLICY FOR CAREERS EDUCATION, INFORMATION, ADVICE AND GUIDANCE (CEIAG)

Introduction

This policy reflects current practices as set out in the *Careers guidance and inspiration in schools* document (statutory guidance) published by the DfE in April 2017.

The careers curriculum has, as a central aim, preparation for life. At York Steiner School, the children learn and use many practical skills during the normal school day. The breadth of the curriculum gives each child the opportunity to find what he/she enjoys doing, what she/he is interested in and what he/she is good at. Good work habits, related to organisation and punctuality, independence, initiative, stamina and responsibility are consciously developed throughout the school. In addition, the school is committed to providing a planned programme of careers education and information, advice and guidance (IAG) for all students at the top age range, that is those children in Class 6, 7 and 8.

Careers guidance will be presented in an impartial manner and promote the best interests of the pupils to whom it is given.

In addition to adherence to the Department for Education Guidance, York Steiner School believes that one of the ultimate aims of the school must be to make it possible for our young people to engage proactively in decisions about their education pathways and their journey to a career.

Our careers strategy is shaped by the 7 of the 8 benchmarks outlined in Professor Sir John Holman's report as the key elements of high quality practice. Since our pupils leave in Year 9 there is no provision for work experience:

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. Encounters with further and higher education
7. Personal guidance

Careers Education, Information, Advice and Guidance programmes make a major contribution to preparing young people for the opportunities, responsibilities and experiences of life. A young person's career reflects the

progress they make in learning and work. York Steiner School fully believes that all students need a programme of activities to help them choose options and career pathways that are right for them through our statutory responsibility of supporting students from year 8 through to year 9.

This will enable York Steiner School to support students to manage their careers, sustain employability and achieve personal and economic well being throughout their lives. York Steiner School is supported in these efforts by North Yorkshire Council.

Students are entitled to CEIAG which as far as possible meets professional standards of practice and which is impartial and confidential, within the usual parameters in Education while the young person is in our care. Activities will be embedded in the curriculum and based on a partnership with students and their parents / carers. The programme will raise aspirations, challenge stereotyping and promote equality and diversity. The use of specialist talks from professionals and ex-pupils from varying backgrounds, support from NYCC Careers Service and Employers etc. are targeted at those who would most benefit.

York Steiner School will ensure that students are well prepared for the next stage of their education. We will ensure that we provide timely independent information, advice and guidance to assist students on their next steps in education. Students should have a well-informed understanding of the options and challenges facing them as they move through the School and on to the next stage of their education.

Curriculum

York Steiner School will undertake to provide impartial information, advice & guidance as part of the school's PSHE programme for all students at the top age range, that is those children in Class 7 and 8. In terms of delivery, all staff have a responsibility to provide Careers Education, Information, Advice and Guidance and whilst delivery will be through a predominantly taught approach within tutorial, Assemblies and Religion lessons, all staff will be expected to contribute through roles as class teachers and subject teachers in addition to specific staff responsibilities for CEIAG. The Careers Lead will be Sally Ryan.

The aim and content of this careers advice programme is:

- To enable the student to develop a self-awareness of their strengths and skills
- To encourage the student to make decisions based on knowledge and understanding

- To provide accurate information in a number of different forms of media and in a variety of styles in order that all abilities may have access to that information.
- To make students aware of the resources, both material and human, which are available.
- To link with curriculum areas to access knowledge of skills used in different careers.
- To increase awareness of the world of work through industrial links, work experience and talks by adults from outside organisations.
- To enable young people to plan for their future economic independence.
- To heighten the awareness of students of the opportunities available to them when they complete their Waldorf lower school education post 14

Students in Class 8 (Year 9) will be asked to research and give a presentation on an inspirational person and to explore the career that that person has chosen. At the end of the year the class will explore the careers that have been presented and examine potential career paths for themselves. This develops the children's speaking, presentation and organisational skills, as well as giving them an opportunity find out more about a range of careers, both through their own research, and through listening to others.

As part of the Careers Programme, pupils are encouraged to reflect on what they have heard and complete a feedback form immediately after the session. As appropriate, discussion of careers can also enter into other lessons, such as during Main Lesson (e.g. archaeology during a history main lesson, business or accounting as part of the business maths curriculum). This begins as soon as Class 3 when children learn about a wealth of different jobs including farmers, builders and many other skilled jobs.

Monitoring Compliance and Effectiveness

- This document will be reviewed annually
- All careers events will be documented
- The teaching staff will adhere to this policy

Approved by the Board of Trustees: November 2019

Review date: November 2020