[](https://www.ela.kent.sch.uk/)

**Careers Education, Information, Advice & Guidance Policy**

**Context**

The Enterprise Learning Alliance (ELA) is a cross phase pupil referral unit which caters for young people between the ages of 11 and 16. The service covers a wide geographical area in South East Kent which includes Thanet, Sandwich, Deal and Dover. The ELA consists of three sites and the service caters for a maximum of 107 pupils at any one time accessing full time provision, as well as supporting additional pupils through outreach support in mainstream schools and the delivery of group and individualised behaviour intervention programmes on a part time basis.

The flexible programme of alternative curriculum that we provide is tailored to the individual needs and abilities of our students. This allows them to not only access their own potential but also to re-engage with education in a positive way.

**Introduction & Objectives**

Schools have a statutory duty to provide pupils in years 8-13 with impartial careers guidance. Please refer to:

<https://www.gov.uk/government/publications/careers-guidance-provision-for-young-people-in-schools>.

As per this statutory guidance, Enterprise Learning Alliance uses the Gatsby Benchmarks to inform and develop the careers provision. The Gatsby benchmarks are listed below:

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

The Enterprise Learning Alliance has developed a careers programme which is inclusive of all our pupils and ensures they are able to access a wide range of opportunities, the aim of which is to better equip them for their futures. It is our belief that the successful implementation of the careers programme will have a direct impact on positive post 16 destinations. Please refer to the document entitled ‘Careers Programme Summary’ for further detail on the annual careers programme. It is our aim that whilst pupils are educated with The Enterprise Learning Alliance, they continue to have access to high quality and impartial CEIAG. Effective CEIAG raises aspirations, encourages participation in further education, supports pupils academic progress and promotes equality of opportunity.

We intend to achieve this by:

* Providing all pupils, particularly those at key decision-making points i.e. year 11, with access to individual and personalised information, advice and guidance. Pupils have as many interventions as required, often benefiting from frequent interactions; there is no limitation on the quantity.
* Ensuring that parents are included in discussions regarding pupil’s future options and are given opportunities to meet with relevant staff members and post 16 education providers, where appropriate.
* Ensuring that all pupils have access to CEIAG that is impartial and are presented with a wide range of post 16 options.
* Supporting pupils to explore their future options, taking into full consideration their individual needs. This could be achieved through a number of one-to-one interactions, visits and meetings with post 16 education providers, and liaison with the local authority (specifically representatives from The Education People, VSK, Early Help and Social Services).
* Continuing to support pupils upon completion of year 11 to ensure successful transition to a post 16 destination. Pupils can be supported for as long as required and transition staff will make necessary referrals for ongoing support where applicable and the pupils/parents are in agreement (e.g. The Education People or Early Help Services).

**Staffing**

A member of the Senior Leadership Team, Nick Waters – Assistant Headteacher, has overall responsibility for careers education, information, advice and guidance.

The Enterprise Learning Alliance is committed to providing high quality advice and guidance to pupils. This is largely provided through the weekly support of a Level 6 qualified and impartial careers guidance adviser. The careers adviser liaises closely with the Advice & Transition Coordinator, centre managers and Assistant Headteacher. All secondary pupils and parents have regular access to the support of the Careers Adviser and the Advice & Transition Coordinator.

**CEIAG Provision within the curriculum**

Pupils access core curriculum subjects (English Language, Mathematics and Biology).

Additional qualification includes: PSE, Be Ready, PiXL Edge at KS3, and many more vocational options across all three sites.

**Review**

Policy approved by:

Date:

Date to be reviewed: