



Toot Hill School Careers Education Information Advice and Guidance (CEAIG) Strategy

Vision

All students on leaving Toot Hill School and Sixth Form College will have the Career Management Skills for life which will include being able to self-reflect on strengths, areas of development and knowledge to navigate a positive career to suit their individual needs. They will have knowledge of the workplace and will be able to self-evaluate and evidence their transferable skills to an employer. They will be proactive to make the most of the opportunities offered to them and will have high aspirations for success. Our students will be positive role models and make a positive contribution to Society. Students will be aware of STEM (Science, Technology, Engineering Maths) and how they are important to the economic growth of the country.

Students will follow the career path that best suits their individual needs and allows them to fulfil their true potential. All students in years 7 to 13 will be provided with independent, impartial careers advice from a variety of sources throughout their time at Toot Hill School and Sixth Form College. The learning will be progressive throughout their time at the School and Sixth Form College.

How will we achieve this?

Toot Hill School and Sixth Form College will commit:

- To deliver quality, effective, impartial CEIAG
- To monitor and evaluate all aspects of provision as part of the continuous improvement of the programme.

- To engage students with their own well-being and the importance of having a healthy work/life balance.
- To engage with outside providers of education and training
- To engage with local employers
- To inform parents so they can support and help their children
- To raise aspirations
- To challenge stereotyping
- To promote equality and diversity.
- To encourage students to be active members of the community.
- To ensure staff are sufficiently trained.
- To embed CEIAG in the curriculum
- To put the needs of the students first
- To provide all students with an equal opportunity of progression and success.
- To offer a personal programme for every individual student.
- To deliver the programme through Careers Events, Active Tutoring and during curriculum time.

How will we measure our effectiveness?

- Our success will be measured by feedback from all stakeholders (students, parents, staff, Governors, employers, external providers).
- We ensure all students make successful transitions from KS3 -KS4 and from KS4 – KS5.
- We record all Year 11 and 13 destinations ensuring that students have sustainable destinations in place.
- Target is zero for NEET.
- Re-accreditation for Career Mark in 2024 – currently have Career Mark Gold.
- Continual tracking of former students career paths via the Alumni.
- The programme is reviewed and evaluated on an annual basis as part of the continuous improvement of the programme.
- The Careers Development Plan is updated on an annual basis and staff targets set.

Fiona Farmer

Careers Leader

September 2023

To be reviewed in September 2024