

Policy on Careers, Education and Guidance (CEG)

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Introduction

The Education (Careers Guidance in Schools) Act 2022 places a statutory duty on maintained schools and academies to secure access for students to **independent and impartial careers guidance** that promotes the best interests of the students to whom it is given and includes information on all options available to them, including apprenticeships, traineeships and other work-based learning. Provision also introduced in November 2017 included the need to include technical education and to demonstrate the school's commitment to allow training providers the opportunity to talk to students from Year 8.

Schools are free to make arrangements for careers guidance which best suits the needs of the students, engaging where appropriate with independent providers.

In updated guidance (8th May 2025) the Department for Education has confirmed that schools, colleges and, for the first time, independent training providers (ITPs) in England will be expected to implement the updated Gatsby Benchmarks for Good Career Guidance from September 2025.

Aims

- To equip all students with the knowledge, skills, and experiences needed to make informed decisions about their future education and employment pathways.
- The goal is to empower each student to make confident, well-informed career choices that reflect their interests, strengths, and ambitions.
- To encourage and enable students to be 'interested and interesting'

Objectives

- To ensure that all students have the skills and attributes to enable success beyond school;
- To communicate all of the opportunities that are available to them, at each point of their education, including options and education beyond Thornden;
- To promote an awareness of all of the local and relevant national education providers, training and careers provision opportunities;
- To develop and maintain links with local businesses, professionals, colleges and other educational establishments;
- To signpost support mechanisms, such as staff knowledge, websites and careers advisors to all students;
- To support all of our students to enter further education, training or work. To avoid any student being classed as NEET (Neither in Education, Employment or Training);
- To promote equality of opportunity, challenge stereotypes and support all students who require additional support, such as SEN, PP or CLA, to achieve it;
- To maintain and promote a culture of high aspiration, profound care for all students, fostering a sense of belonging and a culture of success.

The role of the school

The school will provide and pay for independent and impartial careers advice. This is currently through EBP South and is two days a week has been sourced to ensure that all students receive at least one careers interview during their time at the school, if they wish to attend. Thornden School is also linked to the Hampshire Careers Hub (HCH) and utilises the knowledge and contacts of our own HCH link.

Further support for careers guidance comes through whole year group assemblies, including from all major local colleges, information evenings, work experience assemblies, a range of outside speakers (including parents during National Careers Week) covering professions requested by students during the year, assemblies covering apprenticeships and technical qualifications, traineeships and more specialist local colleges, mentoring, transition meetings for vulnerable students and SEN students, and extended work or college placements. These vary from year to year depending on the needs and requests of students in the various year groups.

The school will provide information and verbal briefings on students to help independent advisors and local colleges to support the students to apply to or enrol on an appropriate course based on their potential outcomes and current performance and will expect this information to be given due consideration and to be used in confidence.

A further range of careers opportunities will be given for all students including a one-week work experience placement, college taster days, application workshops, trips (e.g. i-Construct and Williams F1 team) work related learning and guidance on CV and personal statement writing. Throughout the lower school, careers guidance is incorporated into the PD, tutor programme, ICT lessons in Year 7/8 and helps also to support the options programme. An online, impartial careers programme (Xello) is included in the careers programme and can also be accessed through other means out of school. All teaching staff are expected to contribute to the CIAG programme through their roles as tutors and subject teachers. Other support staff may be involved, such as learning support assistants or librarians, as part of their role.

Students are able to sign up for an array of career talks that relate to further education or careers. These have included careers (e.g. marine engineering, medical), further education (CEMAST/CETC) or qualification types (T-Levels, Apprenticeships). Talks are well publicised in the tutor programme and students from a number of year groups attend. A comprehensive careers website has been developed and this is highlighted in tutor, parent communications, and the PD programme.

Students evaluate these inputs, and these are used to establish the quality of the input and gain feedback to inform future talks and activities.

Opportunities to be involved in careers-based activities and initiatives are provided on an annual basis, and may include activities involving STEM, MFL or science, and could also link to major local companies, such as Kingfisher or BAE. An annual Enterprise Day in Year 10 encourages students to apply their skills to a range of work-related activities, based on a varying theme. This involves local companies and input from external sources.

The school also links closely with Youth Impact (taking over locally from the National Citizen Service), providing opportunities to develop students' personal attributes outside of the standard curriculum.

The school evaluates its success in supporting students in taking up further education or training, by liaising closely with the main colleges and Hampshire County Council, who provide full destination data for students, during the following term.

Parents are welcome and encouraged to contact a range of staff regarding careers advice, including the tutor, Head of Year, SENCO, Careers Lead or Careers Co-ordinator at any time if they have any concerns or questions about their child's progress or participation in these events. Regular communication is made through the parent newsletter or emails to parents and specific information evenings for the year groups include careers, transition or options advice, where appropriate. Parents are asked for feedback on the careers programme on an annual basis

This policy will be reviewed every four years, and its implementation will be monitored by the Senior Leadership Team. An annual report to Governors will be provided as part of the Headteacher's Report.

Related Policies:

SEN Policy

Single Equality Policy