

## Careers information, advice, education and guidance

### Delivery plan

#### What are All Saints' Academy's aims for our CIAEG delivery?

1. To be able to formulate a plan for their career.
2. To be able to identify, locate and utilise information that will help and support them in making plans.
3. To have confidence to make decisions that will best suit them

We follow the CDi (Career Development Institute) Framework (2021) which outlines 6 learning areas that all students should explore in their CIAEG curriculum.

#### Learning areas:

	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13
<b>Grow through out life</b>	Being aware of the sources of help and support available and responding positively to feedback.  Being aware that learning skills and qualifications are important for career.	Being willing to challenge themselves and try new things  Being aware of heritage, identity and values	Considering which learning pathway they should next pursue  Recording achievements	Responding positively to help, support and feedback.  Positively engaging in learning and taking action to achieve good learning outcomes.  Recognising the value of challenging themselves and learning new things.	Reflecting on and recording achievements, experiences and learning.  Considering which pathway they should next pursue.  Reflecting on their heritage, identity and values.	Actively seeking out help, support and feedback  Taking responsibility for their learning and aiming high.  Reflecting on and recording achievements, experiences and learning and communicating them to others	Planning their next steps in learning and work.  Discussing and reflecting on the impact of heritage and values.
<b>Method of delivery</b>	Tutor-led CIAEG lessons  Subject-based curriculum links to careers	Tutor-led CIAEG lessons  Subject-based curriculum links to careers	Tutor-led CIAEG lessons  Subject-based curriculum links to careers	1:1 Personal guidance meetings  Tutor-led CIAEG lessons  Subject-based curriculum links to careers	Tutor-led CIAEG lessons  Subject-based curriculum links to careers	1:1 personal guidance meetings  Tutor-led CIAEG lessons  Subject-based curriculum links to careers  UCAS application program	Tutor-led CIAEG lessons  Subject-based curriculum links to careers  UCAS application program
<b>Gatsby benchmark addressed</b>	3 – addressing the needs of each pupil. 4 – Linking curriculum to careers. 8 – personal guidance.						

- Grow throughout life
- Explore possibilities
- Manage career
- Create opportunities
- Balance life and work
- See the big picture

Below is a map of these learning aims to give learning aims for each year group within each learning area. Each area is mapped to the Gatsby benchmarks.

	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13
<b>Explore possibilities</b>	Being aware of the range of jobs available  Identify common sources of information about the labour market information system	Being aware of the main learning pathways.  Being aware of the range of different sectors and organisation where they can work.	Being aware of the range of ways that organisations can undertake recruitment and selection.	Considering what jobs and roles are interesting.  Researching the labour market and the education system.	Researching the learning qualification requirements for jobs and careers that they are interested in.  Researching the range of workplaces and what it is like to work there.  Researching how recruitment and selection processes work and what they need to do to succeed in them.	Developing a clear direction of travel in the career and actively pursuing this.  Actively seeking out information about the labour market and education systems to support their career.  Having a clear understanding of the learning pathways and qualifications that they will need to pursue their career.	Actively researching and reflecting on workplaces, workplace culture and expectations.  Analysing and preparing for recruitment and selection processes.
<b>Delivery method</b>	Tutor-led CIAEG lessons	Tutor-led CIAEG lessons	Tutor-led CIAEG lessons	Tutor-led CIAEG lessons  Work experience week (July)	Tutor-led CIAEG lessons	Tutor-led CIAEG lessons  Work experiences (throughout Sixth form)	Tutor-led CIAEG lessons  Work experiences (throughout Sixth form)
<b>Gatsby benchmark addressed</b>	2 – Learning from Labour market information 5 – Encounters with employees and employers 6 – Experiences of workplaces						

	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13
<b>Manage Career</b>	Being aware that career describes their journey through life, learning and work.  Looking forward to the future  Imagining a range of possibilities for themselves in their career.  Managing the transition into secondary school	Being aware that different jobs bring different challenges and rewards.	Preparing and choosing their GCSEs.  Learning from setbacks and challenges.	Recognising different ways that people talk about career and reflecting on its meaning to them.  Building their confidence and optimism about the future.  Taking steps to achieve their GCSEs  Thinking about how the deal with and learn from challenges and setbacks.	Making plans and developing a pathway into their future  Considering the risks and rewards associated with different career paths.  Taking steps to achieve their GCSEs and make decisions about their post-16 pathway.  Thinking about how the deal with and learn from challenges and setbacks.	Being able to describe the concept of career and what it means to them.  Building their confidence and optimism about their future and acting on it.  Actively planning, prioritising and setting targets for their future.  Managing the transition into the post-16 learning context.	Considering the risks and rewards of different pathways and careers and deciding between them.  Preparing for post-18 transition  Being proactive about being resilient and learning from setbacks.
<b>Delivery method</b>	Tutor-led CIAEG lessons  Subject-based curriculum links to careers	Tutor-led CIAEG lessons  Subject-based curriculum links to careers	1:1 options choices meeting  Tutor-led CIAEG lessons  Subject-based curriculum links to careers	1:1 Career guidance meetings  Tutor-led CIAEG lessons  Subject-based curriculum links to careers	Tutor-led CIAEG lessons  Subject-based curriculum links to careers  University talks  Further education talks	Tutor-led CIAEG lessons  Subject-based curriculum links to careers  University talks  Further education talks	Tutor-led CIAEG lessons  Subject-based curriculum links to careers  University talks  Further education talks

				University talks  Oxbridge presentation  Further education talks  Medicine program	Medicine program	Oxbridge program  Medicine program  UCAS application program	Oxbridge program  Medicine program  UCAS application program
<b>Gatsby benchmark addressed</b>	3 – Addressing the needs of each pupil 4 – Linking curriculum learning to Careers 5 – Encounters with employees and employers 6 – experiences of workplaces 7 – Encounters with further and higher education.						

	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13
<b>Create opportunities</b>	Developing friendships and relationships with others.  Being aware that it is important to take initiative in their learning and life.	Being aware that building a career will require them to be imaginative and flexible.  Developing the ability to communicate their needs and wants.  Being able to identify a role model and being aware of the value of leadership	Being aware of the concept of entrepreneurship and self-employment	Developing friendships and relationships and reflecting on their relationship to their career.  Starting to take responsibility for making things happen in their career.  Being able to reflect on and change their career ideas and the strategies that they are pursuing to achieve them.	Being willing to speak up for themselves and others  Being able to discuss role models and reflect on leadership.  Researching entrepreneurship and self-employment.	Building and maintaining relationships and networks within and beyond the school.  Being proactive about their life, learning and career.	Being creative and agile as they develop their career pathway.  Representing themselves and others.  Acting as a leader, role model or example to others.  Considering entrepreneurship and self-employment as career pathways.
<b>Delivery method</b>	Tutor-led CIAEG lessons  Subject-based curriculum links to careers  Young Entrepreneurs event	Tutor-led CIAEG lessons  Subject-based curriculum links to careers	Tutor-led CIAEG lessons  Subject-based curriculum links to careers  Presentation from local entrepreneurs	1:1 Career guidance  Tutor-led CIAEG lessons  Subject-based curriculum links to careers	Tutor-led CIAEG lessons  Subject-based curriculum links to careers  GROWS CV workshop	Career Conversation event  Tutor-led CIAEG lessons  Subject-based curriculum links to careers	Tutor-led CIAEG lessons  Subject-based curriculum links to careers
<b>Gatsby benchmark addressed</b>	5 – Encounters with employers and employees 6 – Experiences of workplaces. 8 – Personal Guidance						

	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13
<b>Balance life and work</b>	Be aware of the concept of work-life balance.  Being aware that physical and mental well-being is important.  Being aware of money that individuals and families have to actively manage their finances.	Being aware of the ways that they can be involved in their family and community.  Being aware of different life stages and life roles.	Being aware of rights and responsibilities in the workplace and in society.  Recognising the injustices caused by prejudice, stereotypes and discrimination in learning and workplaces.	Reflecting on the different ways in which people balance their work and life.  Reflecting on their physical and mental wellbeing and how they can improve these.  Recognising roles that money and finances will play in the	Considering how they want to move through the different life stages and manage different life roles.  Developing knowledge of the rights and responsibilities in the workplace and in society.	Planning for the kind of balance of work and life that they want. Taking action to improve their physical and mental wellbeing.  Beginning to manage their own money and plan their finances (e.g. thinking about student loans).	Planning for different life stages and considering the different life roles that they want to play.  Being aware of their role in ensuring rights and responsibilities in the workplace and in society.

				decisions they make in their life and career.	Identifying what they can do, individually and with others, to challenge prejudice, stereotyping and discrimination in learning and workplaces.	Actively shaping their involvement in their family and community as part of their career planning.	Taking action to challenge prejudice, stereotypes and discrimination in learning and workplaces when they encounter them.
<b>Delivery method</b>	Tutor-led CIAEG lessons  Subject-based curriculum links to careers	Tutor-led CIAEG lessons  Subject-based curriculum links to careers	Tutor-led CIAEG lessons  Subject-based curriculum links to careers	Tutor-led CIAEG lessons  Subject-based curriculum links to careers	Tutor-led CIAEG lessons  Subject-based curriculum links to careers	Tutor-led CIAEG lessons  Subject-based curriculum links to careers	Tutor-led CIAEG lessons  Subject-based curriculum links to careers
<b>Gatsby benchmark addressed</b>	3 – Addressing the needs of the pupil						

[illegible]

## Detailed outline of delivery per year group 2022 – 23

	<b>Year 7</b>	<b>Date of delivery</b>	<b>Gatsby benchmark link</b>
<b>Term 1</b>	Introduction to CEAIG at All Saints' Academy Assembly	11th October 2022	1, 3
<b>Term 2</b>	Tutor-led session 1 - 'What is a career?'  Tutor-led session 2 - 'What skills are in a job?'	8th November 2022	3  3
<b>Term 3</b>	Tutor-led session 3 - 'Careers interview'	31st Jan 2023	3, 5
<b>Term 4</b>	Tutor-led session 4 - 'What jobs are available?'	28th Feb 2023	2, 3, 5
<b>Term 5</b>	Tutor-led session 5 - 'Managing my finances'  Young Entrepreneurs event	25th April 2023  May 2023	2  4, 5
<b>Term 6</b>	'What's your future?' job sector analysis using Pathways tool	June/ July 2023	2

	<b>Year 8</b>	<b>Date of delivery</b>	<b>Gatsby benchmark link</b>
<b>Term 1</b>	Introduction to CEAIG at All Saints' Academy Assembly	11th October 2022	1, 3
<b>Term 2</b>	Tutor-led session 1 - 'Which way now?'  Tutor-led session 2 - 'What qualifications do I need?'	8th November 2022  6th Dec 2022	3, 4
<b>Term 5</b>	Tutor-led session 4 - 'What impact does STEM have on a career?'  Tutor-led session 5 - 'life stages and expectations'  Careers in the Armed Forces - presentation	April 2023  May 2023  May 2023	2, 4  3  5, 7
<b>Term 6</b>	Young Entrepreneurs event	June 2023	4, 5

	<b>Year 9</b>	<b>Date of delivery</b>	<b>Gatsby benchmark link</b>
<b>Term 1</b>	<b>Introduction to CEAIG at All Saints' Academy Assembly</b>	<b>14th October 2022</b>	<b>1, 3</b>
<b>Term 2</b>	<b>Tutor-led session 1 - 'The world of work'</b>	<b>8th November 2022</b>	<b>2, 3, 5</b>
	<b>Tutor-led session 2 - 'Angie and the world of work?'</b>	<b>6th Dec 2022</b>	<b>5</b>
	<b>KS4 options presentations</b>	<b>December 2023</b>	<b>3</b>
<b>Term 3</b>	<b>Tutor-led session 3 - 'Gender stereotyping'</b>	<b>31st Jan 2023</b>	<b>4</b>
	<b>1:1 options guidance meetings</b>	<b>Jan/Feb 2023</b>	<b>3, 4</b>
	<b>Meet employers/ employees - Careers Festival</b>	<b>14<sup>th</sup> Feb 2023</b>	<b>5</b>
<b>Term 4</b>	<b>Tutor-led session 4 - 'What is an entrepreneur?'</b>	<b>28th Feb 2023</b>	<b>2, 3, 5</b>
	<b>I am an Entrepreneur – presentation/guest speaker</b>	<b>March 2023</b>	<b>2, 5</b>
<b>Term 5</b>	<b>Tutor-led session 5 - 'Career, Politics and the Economy'</b>	<b>25th April 2023</b>	<b>4</b>
<b>Term 6</b>	<b>What is an apprenticeship? - presentation/guest speaker</b>	<b>June 2023</b>	<b>7</b>

	<b>Year 10</b>	<b>Date of delivery</b>	<b>Gatsby benchmark link</b>
	<b>1:1 Personal Guidance meetings with qualified Careers Advice and Guidance advisor</b>	<b>Throughout the year</b>	<b>8</b>
<b>Term 1</b>	<b>Introduction to CEAIG at All Saints' Academy Assembly</b>	<b>14th October 2022</b>	<b>1, 3</b>
<b>Term 2</b>	<b>Tutor-led session 1 - 'What is a CV?'</b>	<b>8th November 2022</b>	<b>3, 4</b>
	<b>Tutor-led session 2 - 'What are employers looking for?'</b>		<b>3, 4</b>
<b>Term 3</b>	<b>Meet an employer – Deloitte 5Millionfuturesfund deliver 3 Social Action workshop</b>	<b>Feb – May 2023</b>	<b>5</b>
	<b>Meet employers/ employees - Careers Festival</b>	<b>14<sup>th</sup> Feb 2023</b>	<b>5</b>

<b>Term 4</b>	<b>Tutor-led session 3 - 'Tailoring your CV and networking</b>	<b>March 2023</b>	<b>2, 3</b>
	<b>Tutor-led session 4 - 'Local and National trends in employment'</b>	<b>March 2023</b>	<b>2</b>
	<b>GROWS LMI Workshop</b>	<b>March 2023</b>	<b>2, 3, 4</b>
<b>Term 5</b>	<b>Tutor-led session 5 - 'Money and budgeting'</b>	<b>May 2023</b>	<b>2, 3</b>
	<b>Careers in the Armed Forces</b>	<b>May 2023</b>	<b>5, 7</b>
	<b>Post-16 education – where can I go? Information from providers.</b>	<b>May 2023</b>	<b>2, 3, 5, 7</b>
<b>Term 6</b>	<b>Work experience – 8Billionideas run 3-day virtual work experience</b>	<b>July 2023</b>	<b>5, 6</b>

	<b>Year 11</b>	<b>Date of delivery</b>	<b>Gatsby benchmark link</b>
<b>Term 1</b>	<b>Introduction to CEAIG at All Saints' Academy Assembly</b>	<b>13th October 2022</b>	<b>1, 3</b>
<b>Term 2</b>	<b>Tutor-led session 1 - 'What Careers? Sophie'</b>	<b>8th November 2022</b>	<b>2, 3, 5</b>
	<b>Tutor-led session 2 - 'What careers? Harry'</b>	<b>6th Dec 2022</b>	<b>2, 3, 5</b>
	<b>All Saints' Academy Sixth form presentation</b>	<b>Dec 2023</b>	<b>7</b>
<b>Term 3</b>	<b>1:1 post-16 options guidance meeting</b>	<b>Feb - April 2023</b>	<b>7, 8</b>
	<b>Meet employers/ employees - Careers Festival</b>	<b>14<sup>th</sup> Feb 2023</b>	<b>5</b>
<b>Term 4</b>	<b>Tutor-led session 3 - 'securing your future' – focus on grades</b>	<b>28th Feb 2023</b>	<b>2, 3, 4,</b>
<b>Term 5</b>	<b>Tutor-led session 5 - 'securing your future – focus on grades'</b>	<b>25th April 2023</b>	<b>2, 3, 4,</b>
<b>Term 6</b>	<b>Sixth form taster event</b>	<b>June 2023</b>	<b>7</b>

	<b>Year 12/13</b>	<b>Date of delivery</b>	<b>Gatsby benchmark link</b>
	<b>1:1 Personal Guidance meetings with qualified Careers Advice and Guidance advisor</b>	<b>March – July 2023</b>	<b>8</b>
<b>Term 1</b>	<b>Introduction to personal development programme of study at All Saints' Academy Sixth form</b>	<b>13th October 2022</b>	<b>1, 3, 5, 6, 7</b>
	<b>Y13 – UCAS personal statement session</b>	<b>Oct 2022</b>	<b>7</b>
<b>Term 2</b>	<b>Tutor-led session 1 (Y12/13) - 'What's your future activity?'</b>	<b>8th November 2022</b>	<b>3, 4, 7</b>
	<b>Tutor-led session 2 - 'What are my post-18 options (Y12)'</b>	<b>6th Dec 2022</b>	<b>3, 7</b>
	<b>Tutor-led session 2 - 'Personal statements (Y13)</b>		<b>7</b>
	<b>Social Action project presentations</b>	<b>Dec 2022</b>	<b>3</b>
	<b>Visit to Cardiff University</b>	<b>8<sup>th</sup> Dec 2022</b>	<b>7</b>
<b>Term 3</b>	<b>Tutor-led session 3 - 'target setting for the future'</b>	<b>31st Jan 2023</b>	<b>3, 4, 7</b>
	<b>Student teaching assistant sessions begin</b>	<b>Feb 2023</b>	<b>6</b>
	<b>Meet employers/ employees - Careers Festival</b>	<b>14<sup>th</sup> Feb 2023</b>	<b>5</b>
<b>Term 4</b>	<b>Tutor-led session 4 - 'securing your future – focus on grades</b>	<b>28th Feb 2023</b>	<b>3, 4, 7</b>
	<b>Apprenticeships/employment/university - presentations from external guests</b>	<b>March 2023</b>	<b>5, 7</b>
	<b>Deloitte - 'Creativity, Innovation and Entrepreneurship' workshop</b>	<b>March 2023</b>	<b>3, 4, 5</b>
<b>Term 5</b>	<b>Tutor-led session 5 - 'UCAS - applying for university</b>	<b>25th April 2023</b>	<b>7</b>



<b>Term 6</b>	<b>Work taster event – 8billionideas provide 1-day virtual work taster event.</b>	<b>10<sup>th</sup> June 2023</b>	<b>5, 6</b>
-------------------	---	----------------------------------	-------------