



‘Building Resilience for Future Success’

## Ancora House CEIAG Policy

<b>Date Policy Ratified</b>	
<b>Date for Review</b>	March 2027
<b>People Involved in writing this policy</b>	Amanda Lacey- Headteacher
<b>Consultation Process <i>(if needed)</i></b>	All staff/ Management Committee

All young people at Ancora House School are entitled to high quality CEIAG that provides them with an understanding of the world of work, helps them to explore career options and supports them to make informed decisions about their next steps in education, training and future career. By following the Gatsby Benchmarks, Ancora House School wants to help all young people to make informed choices about their next steps in Education, Employment or Training, equip them with the right knowledge and build skills to face the future.

Ancora House School believes that CEIAG must:

- Respond to the needs of the student and provide impartial information, advice and guidance
- Raise aspirations
- Actively promote equality, diversity and inclusion
- Help young people to progress
- Provide effective Labour Market Information to help young people to aid decisions

Effective CEIAG will provide opportunities for our young people to:

- Know how to access CEIAG to help them to make plans for their future and to reach their potential
- Understand how their achievements are linked to maximising their future potential choices
- Enable young people to see the connections between curriculum subjects and future careers
- Enable young people to respond positively to opportunities with the appropriate support and guidance

Our school is committed to working under 'The Gatsby Benchmarks'

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

The CEIAG programme at Ancora House is personalised to the young person's need. Young people:

- are provided with the opportunity to develop the knowledge, skills and attitudes to help them manage their learning
- have access to careers education and guidance, irrespective of race, gender, additional needs, culture, background and ability
- will have access to careers education at the point of need
- will receive information which is free of bias towards a particular organisation, employer or individual

The careers programme will be delivered in a range of ways depending on the needs of the young person: one to one guidance interviews, small group sessions, guest speakers from different career fields and education providers, through supported visits to colleges, training

providers and other local providers, they may also be supported to attend career fairs in their local area. Young people will be supported to use online resources.

The CEIAG programme aims to:

- develop young people's understanding of their own skill and abilities
- look at young people's strengths and weaknesses
- help to develop decision making skills and skills in line with 'skills builder'
- assist the understanding of the pathways open after year 11 and beyond
- provide employability skills like CVs, interview skills and support with producing personal statements
- offer support to access useful websites and online tools
- where appropriate, give relevant CEIAG information to parents/carers

#### Relationship to other Policies

This CEIAG policy embraces policies and procedures for teaching and learning, school visits, curriculum, behaviour, SEN, equality, safeguarding, confidentiality and data protection.

For further information on our careers programme, please contact

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