

Sirius Academy North CEIAG Programme

Sirius Academy North offers all students a programme of quality careers information, education, advice, and guidance. Through this, we ensure that they are informed about the world of work and the exciting career pathways available to them. We do this whilst helping them to develop career management skills, thus giving them greater opportunity to succeed in life after school. We aim to fully prepare our students for life after school and tailor our provision to the individual needs of our students. To assist with this process, we welcome the involvement of the full range of apprenticeship providers, employers, and further & higher education establishments both locally, regionally, and nationally. This is in addition to the scheduled activities that are detailed below in our careers programme.

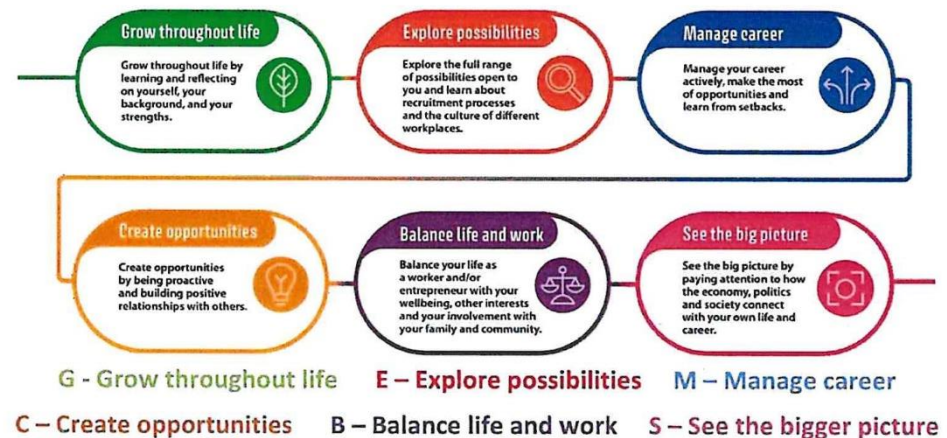
The CEIAG programme that our students follow is delivered in a variety of ways. It complements the Character Education, LIFE and Personal Development Pathways with the Gatsby Benchmarks at the heart of the programme, mapped alongside the CDI Framework learning aims. The programme is constantly evaluated to ensure that our students are receiving high quality knowledge regarding their career related learning options, LMI and future pathways. We do this whilst striving to meet the Gatsby Benchmarks. Reaching the Benchmarks is tracked by the Compass Assessment Benchmark Tool in conjunction with the Careers and Enterprise Company; this and destination data evidence the impact of the CEIAG programme. Through this, our students secure successful destinations and progress in routes such as traineeships, apprenticeships, sixth form colleges, employment, or voluntary work with training.

The impact of our careers programme and the CEIAG we deliver is assessed through regular feedback from students, staff, and other key stakeholders. All activities and policies are reviewed annually.

Below is the outline of the CEIAG programme:

The eight Gatsby benchmarks of Good Career Guidance are:

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
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



Year 7				
Title/ Theme	Outline/ Description	Term	Gatsby Benchmark	CDI Framework Learning Area
Action Planning	All students complete an action plan, detailing their future education and career ideas- parent/ carers are encouraged to explore careers on website including LMI related materials – this is promoted via MyEd / Careers Stall at Parent Evening	Autumn term	1. A stable careers programme 2. Learning from career and labour market information 3. Addressing the needs of each pupil	Grow throughout life Explore possibilities See the bigger picture
Employer/ Provider Encounters	Provider/ Employer open stalls events - where students can talk to external providers regarding subjects at school and future options. Assembly encounters hosted by External provider/Employers.	Throughout the year	5. Encounters with employers and employees 6. Experiences of workplaces 7. Encounters with further and higher education	Grow throughout life Explore possibilities
National careers week / National Apprenticeship Activities	Business, enterprise & STEM activities, industry visits & workshops. - External Trips - Workshops Careers Week provider/employer stalls Social Media Posts and Hot Topic – MyEd. Opportunity for: Live Broadcasts – Speakers for Schools	Throughout the year Spring term	4. Linking curriculum learning to careers 3. Addressing the needs of each pupil 6. Experiences of workplaces 7. Encounters with further and higher education	Explore possibilities See the bigger picture Manage career Create Opportunities
LIFE Lessons	Changes- Transition points, careers, planning for the future, How to become a well respected citizen. Lesson 1 – Life – National Apprenticeship week, careers and your future.	Throughout the year	4. Linking curriculum learning to careers 7. Encounters with further and higher education 8. Personal guidance	Grow throughout life See the bigger picture
Careers guidance and advice	One-to-one guidance available	Throughout the year	8. Personal Guidance	Grow throughout life Explore possibilities Manage career

Year 8				
Title/ Theme	Outline/ Description	Term	Gatsby Benchmark	CDI Framework Learning Area
Action Planning	All students complete an action plan, detailing their future education and career ideas- parent/ carers are encouraged to explore careers on website including LMI related materials – this is promoted via MyEd / Careers Stall at Parent Evening	Autumn term Throughout the Year Spring Term	1. A stable careers programme 2. Learning from career and labour market information 3. Addressing the needs of each pupil	Grow throughout life Explore possibilities See the bigger picture
Careers and curriculum activities	Business, enterprise & STEM activities, industry visits & workshops. - External Trips - Workshops hosted by Higher Education Options Education Careers Week provider/employer stalls Social Media Posts and Hot Topic – MyEd.	Throughout the year Spring Term Throughout the Year	4. Linking curriculum learning to careers 3. Addressing the needs of each pupil 6. Experiences of workplaces 7. Encounters with further and higher education	Explore possibilities Manage career See the bigger picture
National careers week / National Apprenticeship Activities	Lesson 1 Careers Links to case Studies What are Apprenticeships? – Presentation Lesson 1/Apprenticeship Information – MyEd Provider/Employer meet and greet stalls Opportunity for: Live Broadcasts – Speakers for Schools	Spring term Throughout the Year	4. Linking curriculum learning to careers 3. Addressing the needs of each pupil 6. Experiences of workplaces 7. Encounters with further and higher education	Grow throughout life Explore possibilities Manage career
LIFE Lessons	Changes- Equality in the workplace Lesson 1 – Life – National Apprenticeship week, school GCSE options, careers and your future.	Throughout the year	4. Linking curriculum learning to careers 7. Encounters with further and higher education 8. Personal guidance	Grow throughout life
Employer and Provider Activities	Provider/ Employer open stalls events - where students can talk to external providers regarding subjects at school and future options. Enrichment Offer – Teams Meets and Interviews with Experts.	Throughout the year	5. Encounters with employers and employees 6. Experiences of workplaces 7. Encounters with further and higher education	Grow throughout life Explore possibilities Manage career See the bigger picture
Specific careers lessons	Bias in careers (stereotyping) Learning styles Careers research Careers pathways Finding out about careers you have never heard of	Spring Term Throughout the year	2. Learning from career and labour market information 3. Addressing the needs of each pupil	Grow throughout life Explore possibilities Manage career See the bigger picture

	Being creative and collaborating Careers Assembly			
Careers guidance and advice	One to one guidance available	Throughout the year	8. Personal Guidance	Grow throughout life Explore possibilities Manage career

Year 9				
Title/ Theme	Outline/ Description	Term	Gatsby Benchmark	CDI Framework Learning Area
Action Planning	All students complete an action plan, detailing their future education and career ideas- parent/ carers are encouraged to explore careers on website including LMI related materials – this is promoted via MyEd / Careers Stall at Parent Evening	Autumn term Throughout the Year Spring Term	1. A stable careers programme 2. Learning from career and labour market information 3. Addressing the needs of each pupil	Grow throughout life Explore possibilities See the bigger picture
National careers week / National Apprenticeship Activities	Assemblies and lessons discussion, specific to option choices. - Subject links to careers and staff input on previous careers and how skills evolve - Support on making decisions. Working lunches with various employers and providers. Industry Visit – Aspiring Leaders. Opportunity for: Live Broadcasts – Speakers for Schools	Spring term Throughout the Year	4. Linking curriculum learning to careers 3. Addressing the needs of each pupil 6. Experiences of workplaces 7. Encounters with further and higher education	Grow throughout life Explore possibilities Manage career Create Opportunities See the bigger picture

Employer and Provider Activities	Provider/ Employer open stalls events - where students can talk to external providers regarding subjects at school and future options. Working Lunches – Core Groups –Identified through Lesson 1 Programmes. Enrichment Offer – Teams Meets and Interviews with Experts. Visits to industry Parents Evening/Options Launch – Careers Stalls for engagement	Throughout the year Summer Term	5. Encounters with employers and employees 6. Experiences of workplaces 7. Encounters with further and higher education	Grow throughout life Explore possibilities Manage career See the bigger picture Balance life and work
LIFE Lessons	Changes- employment rights, trade unions and equality. Lesson 1 – Life – National Apprenticeship week, barriers in the workplace.	Throughout the year	4. Linking curriculum learning to careers 7. Encounters with further and higher education 8. Personal guidance	Grow throughout life
Specific careers lessons	Career research Where can subjects take you Linking subjects to career paths Careers Assembly Preparation for Work Experience	Throughout the year Autumn Term	2. Learning from career and labour market information 3. Addressing the needs of each pupil	Grow throughout life Explore possibilities Manage career See the bigger picture
Careers guidance and advice	One to one guidance available EHCP Review support	Throughout the year	8. Personal Guidance	Grow throughout life Explore possibilities Manage career

Options Themed activities	Options evening with curriculum staff, careers leader and adviser available and various providers/employers and personal guidance promoted to students and parents/ carers. STEM Club Assemblies Workshops	Spring Term Throughout the year	7. Encounters with further and higher education 8. Personal guidance	Grow throughout life Explore possibilities Manage career See the bigger picture
Preparing for Adulthood	Employment – Ensure in every lesson taught links to employment and the purpose of studying this topic are discussed. Encouragement to engage with open evening at colleges and 6 th forms to discuss future employment. Discussions around GCSE's subjects to ensure they are compatible for further education choices. Independent living – Promoting independence and organisational skills. Invites to all external agencies involved with pupils to ensure all areas of social care and health are providing choices with regard to independent living. Good health – Through PHSE lesson diet, health and wellbeing are studied. Friends, family and community – Offering both in school enrichment sessions covering a varied range of topics and promoting external activities in which participation is encouraged.	Throughout the year	1. A stable careers programme 2. Learning from career and labour market information 3. Addressing the needs of each pupil 4. Linking curriculum learning to careers 7. Encounters with further and higher education 8. Personal guidance	

Year 10				
Title/ Theme	Outline/ Description	Term	Gatsby Benchmark	CDI Framework Learning Area
Action Planning	All students complete an action plan, detailing their future education and career ideas- parent/ carers are encouraged to explore careers on website including LMI related materials – this is promoted via MyEd / Careers Stall at Parent Evening. Pre-Questionnaire related to Careers. Action plan informs future careers events/ visitors & Lesson 1 provision Pre Questionnaire informs 1-2-1 guidance sessions.	Autumn term	1. A stable careers programme 2. Learning from career and labour market information 3. Addressing the needs of each pupil	Grow throughout life Explore possibilities See the bigger picture

National careers week / National Apprenticeship Activities Curriculum Activities	Assemblies and lessons discussion, specific to option choices. - Subject links to careers and staff input on previous careers and how skills evolve - Exploring different routes - Support on making decisions. Working lunches with various employers and providers. Opportunity for: Live Broadcasts – Speakers for Schools STEM Club	Spring term Throughout the Year	4. Linking curriculum learning to careers 3. Addressing the needs of each pupil 6. Experiences of workplaces 7. Encounters with further and higher education	Grow throughout life Explore possibilities Manage career Create Opportunities See the bigger picture
Employer and Provider Activities	Provider/ Employer open stalls events - where students can talk to external providers regarding subjects at school and future options. Employer Led programmes Employer led workshop days Provider Masterclass – Science and Careers in the Industry – Embedded Curriculum Humberside Cadet Campaign Enrichment Offer – Teams Meets and Interviews with Experts. Taster Day/s	Throughout the year Autumn Term Throughout the Year Summer Term	5. Encounters with employers and employees 6. Experiences of workplaces 7. Encounters with further and higher education	Grow throughout life Explore possibilities Manage career Create Opportunities Balance life and work See the bigger picture
Work activities	Virtual work experience opportunities available to all through Springpod and other organisations - this is promoted via MyEd / Careers Stall at Parent Evening/Social Media/Lesson 1 Advertisements. Save The Date Skills Events and Open Events information published termly and advertised in Lesson 1 Teaching Rooms. - Events also posted on Social Media and Shared via MyED.	Throughout the year Spring and Summer Term	5. Encounters with employers and employees 6. Experiences of workplaces	Grow throughout life Explore possibilities Manage career Create Opportunities Balance life and work See the bigger picture

Careers guidance and advice	One to one guidance interviews Pre Questionnaire informs 1-2-1 guidance sessions/feedback reviewed. Parental Letter – Inclusive of how Parental Engagement can support Informed Decisions. Careers Programme – Lesson 1 – 12 steps. EHCP Review support	Throughout the year	8. Personal guidance	Grow throughout life Explore possibilities Manage career
Employability Preparation	Interview preparation sessions/ lessons CV Building Workshops Virtual WEX Work Experience	Summer term	5. Encounters with employers and employees 3. Addressing the needs of each pupil 6. Experiences of Workplaces	Grow throughout life Manage career Create Opportunities
LIFE Lessons	Lesson 1 – Life – National Apprenticeship week, financial decisions (Gambling)	Throughout the year	4. Linking curriculum learning to careers 7. Encounters with further and higher education 8. Personal guidance	Grow throughout life Manage career Create Opportunities
Specific careers lessons	How to use log on move on Understand what the levels of courses are. LMI research Identify local college websites to discover courses. Start writing the log on move on personal statements. Connecting school subjects with real-life tasks Discover how your favourite subject can lead you to a related career Careers Assembly – What you do and Who you are – Careers/Personal Development All to receive Sirius Careers Booklets – Link via MyEd to document	Autumn/Spring term	2. Learning from career and labour market information 3. Addressing the needs of each pupil	Grow throughout life Explore possibilities Balance life and work Manage career See the bigger picture

Preparing for adulthood	Employment – Ensure in every lesson taught links to employment and the purpose of studying this topic are discussed. Encouragement to engage with open evenings at all post 16 provisions to discuss future employment. Discussions around GCSE’s subjects to ensure they are compatible for further education choices. Robust transition plan in place to ensure needs can be met in future education. Arrange visits to college placements to inform choice of options. All external agencies to be involved in meetings to discuss with the young person future plans including adult social care if appropriate. Independent living – Promoting independence and organisational skills. Invites to all external agencies involved with pupils to ensure all areas of social care and health are providing choices regarding independent living. Discussion around PIP’s and personal budgets. Discussion around transport for post 16 education. Good health – Through PHSE lesson diet, health and wellbeing are studied. Friends, family and community – Offering both in school enrichment sessions covering a varied range of topics and promoting external activities in which participation is encouraged.	Throughout the year	1. A stable careers programme 2. Learning from career and labour market information 3. Addressing the needs of each pupil 4. Linking curriculum learning to careers 7. Encounters with further and higher education 8. Personal guidance	
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Year 11				
Title/ Theme	Outline/ Description	Term	Gatsby Benchmark	CDI Framework Learning Area
Action Planning	All students complete an action plan, detailing their future education and career ideas- parent/ carers are encouraged to explore careers on website including LMI related materials – this is promoted via MyEd / Careers Stall at Parent Evening.	Autumn term	1. A stable careers programme 2. Learning from career and labour market information 3. Addressing the needs of each pupil	Grow throughout life
Careers guidance and advice	One to one guidance interviews Post 6 Assemblies In-house provider Interviews Specific Apprenticeship/Careers events EHCP Review Support	Throughout the year Spring Term	8. Personal guidance	Grow throughout life Explore possibilities Balance life and work Manage career
National careers week / National Apprenticeship Activities Curriculum Activities	Assemblies and lessons specific to Careers fair and Post 16/ next steps choices Visits and Working lunches with various employers and providers Stem Club Opportunity for: Live Broadcasts – Speakers for Schools	Spring term Throughout the Year	4. Linking curriculum learning to careers 3. Addressing the needs of each pupil 6. Experiences of workplaces 7. Encounters with further and higher education	Grow throughout life Explore possibilities Balance life and work Create Opportunities

Employer and Provider Activities	Provider/ Employer open stalls events - where students can talk to external providers regarding subjects at school and future options. Provider/Employer Masterclasses Campus Visit Humberside Cadet Campaign Humber Health Champions Campaign Enrichment Offer – Teams Meets and Interviews with Experts. Skills Events and Open Events information published termly and advertised in Lesson 1 Teaching Rooms. Events also posted on Social Media and Shared via MyED.	Throughout the year Autumn Term Summer Term Autumn Term Throughout the year	5. Encounters with employers and employees 6. Experiences of workplaces 7. Encounters with further and higher education	Grow throughout life Explore possibilities Manage career Create Opportunities Balance life and work See the bigger picture
Life Lessons	Changes- Trade Unions	Throughout the Year	4. Linking curriculum learning to careers 7. Encounters with further and higher education 8. Personal guidance	
Specific careers lessons	Completing applications LMI research- shape your future Transition into Post 16 opportunities lessons Secondary-Further-Higher education and Different Routes. Looking ahead to FE/Apprenticeships Discover the workplace skills and attitudes that employer's value and work life balance Connecting Soft Skills to Careers All to receive Sirius Careers Booklets – Link via MyEd to document	Autumn/Spring term	1. A stable careers programme 2. Learning from career and labour market information 3. Addressing the needs of each pupil 4. Linking curriculum learning to careers	Grow throughout life Explore possibilities See the bigger picture Balance life and work Manage career See the bigger picture
Preparing for adulthood	Employment – Ensure in every lesson taught links to employment and the purpose of studying this topic are discussed. Encouragement to engage with open evenings at all post 16 provisions to discuss future employment.	Throughout the Year	1. A stable careers programme 2. Learning from career and labour market information 3. Addressing the needs of each pupil 4. Linking curriculum learning to careers 5. Encounters with employers and employees 6. Experiences of workplaces	

	Robust transition plan in place to ensure needs can be met in future education. Arrange visits to college placements to inform choice of options. All external agencies to be involved in meetings to discuss with the young person future plans. Formal assessments and support planning from adult social care if appropriate which include education, training, personal support, health, wellbeing, leisure, housing and community inclusion (including relationships). Independent living – Promoting independence and organisational skills. Invites to all external agencies involved with pupils to ensure all areas of social care and health are providing choices with regard to independent living. Discussion around PIP's and personal budgets. Arrangements to be made regarding transport for post 16 education if required. Good health – Through PHSE lesson diet, health and wellbeing are studied. Friends, family and community – Offering both in school enrichment sessions covering a varied range of topics and promoting external activities in which participation is encouraged.		7. Encounters with further and higher education 8. Personal guidance	
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Document will be reviewed for each academic year: Next review July 2027

Signed

Head of School



Careers Lead:

