



North Ridge High School CEIAG and WRL Policy



Curriculum Policy for CEIAG and WRL

Equality Statement

Equalities Act 2010

The Equality Act 2010 has been drawn up to tackle inequality and prevent discrimination against people on the basis of 'protected characteristics'. It brings together several existing laws and aims to make understanding the law simpler. It also introduces a new single public sector equality duty, which requires public bodies to actively advance equality.

All policies at North Ridge take account of this Act.

UNICEF Rights of The Child

Rights Respecting Schools

In the 1940s, the United Nations produced the Universal Declaration of Human Rights which was adopted in 1948. This Declaration applies to children as well as adults. However, growing awareness of the rights of children led to calls for a dedicated children's human rights treaty.

INTENT

Purpose/Rationale

All young people have a right to work and the status this brings. All students at North Ridge have access to a range of activities to help them choose 14-19 pathways that are right for them. Students learn best through experience therefore employer engagement and work experience are essential for students to develop their skills.

This policy outlines the purpose, nature and management of CEIAG and WRL taught in our school.

Overview

North Ridge High School has a service level agreement with Career connect to provide impartial careers education, advice and guidance to young people at the point of transition.

The careers adviser differentiates his sessions to ensure that pupils needs are met.

Aims

Students will have access to CEIAG and work related learning to enable them to:

- Develop a realistic awareness of their abilities and strengths
- Develop a range of life skills to promote independence
- Develop their ability to make informed decisions and choices

- Develop the ability with support as required to plan a realistic and challenging career path
- Develop knowledge skills and understanding related to work
- Understand themselves and develop their capabilities (self-development)
- Investigate careers and opportunities (career exploration)
- Implement their career plans (career management)
- Achieve employability skills by enhanced understanding of specific occupations;
- Learn about the world of work to prepare for the transition from education and training to work;

IMPLEMENTATION

Teaching & learning

Students at North Ridge High School learn about careers in KS3 in PHSCE. All students will have a minimum of one employer engagement per year in a practical setting either in school or in the employers' work place.

In Key stage 4 all students will have a work experience placement in an area to suit their individual needs. Placements available include; sports leaders, working in a restaurant, working on an allotment and working in a residential setting. This is the introduction to understanding different job roles and identifying personal skills and aspirations.

In key stage 5 students have an individual work related learning programme to include voluntary work, sports leader role, an administrative role, catering and retail according to their interests.

Students in key stage 4 and 5 have a career action plan which is written by the careers adviser taking into account students hopes and aspirations.

Planning

Planning will be in line with school policy and take a target focussed approach to learning.

IMPACT

Knowledge, Skills and Understanding

All students will experience the world of work at a level appropriate to their understanding. All students will have access to careers advice before transition to enable them to make informed choices about future career paths. Students and their

families will understand the range of opportunities available to them at each transition point and how to access different provisions.

Assessment, Recording and Reporting

KS3:

- Records of Achievement showing work experience

KS4:

- Accreditation
- Work experience placements and diaries showing self-assessment.

KS5:

- Learning logs for work placement
- Classroom monitor assessment tool
- Unit award scheme (UAS)

ASDAN PSD, Employability or Personal Progress accreditation

Staff Development

CEIAG co-ordinator to attend available training.

Careers adviser to update on changes to guidance as required.

Resources

The main resource is placements; Beefeater, Incredible Edibles, Manchester Dogs Home, North Manchester General Hospital, Blackley Cemetery, Cup and Cake Café, Tesco, "Second hand made" shop plus many others.

Staff able to job carve and use TSI

Staff to collate information on each student and their access to work experience and employer encounters from Y7 onwards.

Monitoring and evaluation

The Head teacher, Assistant Head, the CEIAG Co-ordinator, Assessment Co-ordinator and teachers, monitors CEIAG and WRL having identified priorities, the SLT and CEIAG Co-ordinator construct an action plan that may form part of the School Development Plan. This forms the basis for any monitoring activities and will clearly identify when, who and what is to be monitored and how this will take place e.g. classroom observation, planning scrutiny, work sampling etc.

Review

Date approved by Governors: 5.7.2019

Date of review: July 2021