



The Ramsey Academy

Careers Policy

Implementation date	September 2026
Next review date	September 2027
Designated Policy Holder	H Price

Rationale

Careers education and guidance programmes play a major part in helping young people choose pathways that suit their interests, abilities and individual needs. A robust careers programme helps avoid disengagement, puts school learning into a wider and more relevant context, and helps raise aspirations.

The Academy's careers programme is aligned with the eight Gatsby Benchmarks, the Department for Education's statutory guidance *Careers Guidance and Access for Education and Training Providers* (updated June 2026), and the Government's ambition to guarantee two weeks (50 hours) of high-quality work experience for every young person. [\[gov.uk\]](#), [\[gov.uk\]](#)

Statutory requirements and recommendations

The policy is designed to meet the Gatsby benchmarks and conforms to statutory requirements.

Students are entitled to CEIAG which meets professional standards of practice and is both personalised and impartial. It is integrated into students' experience of the whole curriculum and based on a partnership with students and their parents/carers.

The primary aims of the careers education and guidance programme are to:

- Prepare students for the transition to life beyond secondary school (higher education and the world of work);
- Make students aware of the range of opportunities which are realistically available to them in continued education and training at 14+, 16+ and 18+;
- Develop in students an awareness of the wide variety of education, training and careers opportunities both locally and nationally;
- Support students in making informed decisions which are suitable and ambitious for them;
- Provide students with well-rounded experiences;
- Develop characteristics e.g. social skills, communication, innovation, resilience and leadership which support students in the curriculum and in their careers;
- Promote equality of opportunity, celebrate diversity, challenge stereotypes and ensure all students who require any extra assistance and guidance to reach their potential, receive it;
- Provide additional support where necessary to students in receipt of Pupil Premium funding and students with Special Educational Needs or Disabilities (SEND), through personalised support from the SENCO, careers advisor and external bodies where appropriate;
- Inspire and motivate students to develop their aspirations
- Support the Department for Education's ambition that every young person will access the equivalent of **50 hours (two weeks) of meaningful work experience** by the end of Key Stage 4 through a progressive programme of employer encounters, workplace experiences, enterprise activities and work-related learning. [\[gov.uk\]](#), [\[changingeducation.co.uk\]](#)
- Ensure that all students participate in a range of **meaningful encounters with employers and employees**, enabling them to develop employability skills, understand labour market opportunities

and make informed decisions about future education, training and career pathways. [[gov.uk](#)], [[inspiringt...future.org](#)]

- Provide equitable access to careers education and workplace experiences for all students, including those with SEND, disadvantaged students and those at risk of becoming NEET. [[gov.uk](#)], [[thehub-bet...est.gov.uk](#)]

Implementation

The school guarantees impartial and independent advice via:

- Collaboration with Directions whereby every student is offered individual careers interviews with an impartial advisor.
- Collaboration with schools in the Braintree District CIAG Cluster Group which provides and develops opportunities such as the Braintree Careers Fair and the Apprenticeship Fair where students have access to a large number of representatives from local employers, further and higher education establishments and training providers.
- Promotion of independent websites relevant to all career needs, from choosing a university to pursuing a career via a half termly bulletin for students, parents/carers and staff.
- Access to a wide variety of external speakers offering independent sources of information including employers, representatives from professional bodies and organisations including apprenticeship companies and representatives of higher education establishments.

Meaningful Employer Encounters and Work Experience

The Ramsey Academy is committed to delivering a progressive programme of employer engagement and workplace experiences in line with Gatsby Benchmarks 5 and 6 and the Department for Education's ambition for all young people to complete the equivalent of 50 hours of meaningful work experience by the end of Key Stage 4. [[gov.uk](#)], [[changinged...tion.co.uk](#)]

To support this ambition, students will participate in a range of activities including:

- Employer talks, assemblies and careers fairs.
- Workplace visits and workplace insight events.
- Enterprise and employability projects involving local and national employers.
- Meaningful encounters with employees representing a wide range of sectors and professions.
- Apprenticeship and technical education encounters.
- Virtual and in-person work-related learning activities.
- Structured work experience placements where appropriate.
- Curriculum-linked employer engagement activities that demonstrate the relevance of classroom learning to future careers.

The school recognises that meaningful workplace experiences may take a variety of forms and will work closely with employers, further and higher education providers, training providers, Careers

Hub partners and community organisations to ensure students gain high-quality experiences that develop their skills, confidence, aspirations and understanding of the world of work. [[gov.uk](#)], [[changingeducation.co.uk](#)], [[resources.rise.co.uk](#)]

The school will maintain records of employer encounters and workplace experiences through Compass+ and other appropriate tracking systems to ensure students receive a broad and balanced careers programme. [[thehub-bet.es.gov.uk](#)], [[gov.uk](#)]

All staff have a part to play in the implementation of this policy through their role as tutors and as subject specialists.

Careers Adviser

All students have access to an independent careers adviser, provided by Directions, who works alongside the Careers Leader. All students are able to meet the advisor for individual appointments, together with their parents/carers if requested. Meetings are followed up with advice summaries sent to students. These are also made available for tutors to access.

Implementation: Staffing

All staff contribute to CEIAG through their roles as tutors and subject teachers. The PSHE team at Key Stage 3 and 4 deliver specialist sessions. Heads of Year liaise with the careers leader to address needs of all students, including support from teachers and external agencies, such as the independent careers advisor.

The designated lead for CEIAG in the school is Helen Price

The designated governor for CEIAG is Christine Calver

Monitoring and Evaluation

The Assistant Headteacher with responsibility for CEIAG will work alongside the independent careers advisor to review the provision of CEIAG:

- Lesson observations within PSHE lessons as part of School Self Evaluation;
- Developmental activity is identified annually in the SIP and in Department Action plans
- Feedback on the effectiveness of the CEIAG programme is sought through student and parents'/carers' questionnaires and staff evaluations. Resulting action points then feed into the following year's planning process to ensure they are addressed;
- Evaluation and feedback via Directions, independent careers service;
- Review of the school's adherence to the Gatsby benchmarks through Compass, an online self-evaluation tool for schools;
- Evaluation of destinations data.
- Annual review of student participation in employer encounters, workplace experiences and work-related learning activities.

- Monitoring student progress towards the school's planned programme of meaningful workplace experiences and the Government's ambition for 50 hours of work experience.
- Evaluation of Gatsby Benchmark 5 (Encounters with Employers and Employees) and Benchmark 6 (Experiences of Workplaces) through Compass+ self-assessment and Careers Hub support.
- Analysis of participation data to ensure equitable access for disadvantaged students, students with SEND and other vulnerable groups. [[gov.uk](#)], [[thehub-bet...est.gov.uk](#)]