

Careers Education, Information, Advice and Guidance (CEIAG) Programme 2026–2027

Careers Vision

At Newhaven, we believe that every young person has the right to high-quality careers education, information, advice and guidance that enables them to make informed decisions about their future. Our careers programme is designed to raise aspirations, build confidence, develop employability skills and prepare pupils for successful transitions into further education, apprenticeships, employment and independent living.

We recognise that every pupil's journey is unique. Through personalised careers education and person-centred planning, we support each learner to identify their strengths, interests, aspirations and next steps. We work closely with pupils, families and external partners to ensure careers guidance is meaningful, ambitious and tailored to individual needs.

Our careers programme is delivered in line with the Department for Education's Statutory Careers Guidance, the Gatsby Benchmarks, Provider Access Legislation (PAL), the SEND Code of Practice and Preparing for Adulthood principles where appropriate.

Careers Leadership and Responsibility

The Careers Leader oversees the development, delivery and evaluation of the CEIAG programme, ensuring it meets statutory guidance, the Gatsby Benchmarks and the individual needs of Newhaven pupils. The Careers Leader works with staff, pupils, families, employers, education providers and external agencies to ensure careers education remains personalised, ambitious and effective.

Aims of Our Careers Programme

Our careers programme aims to ensure that every pupil:

- Develops confidence, resilience and high aspirations.
- Understands their strengths, interests and transferable skills.
- Learns about the full range of education, training and employment opportunities available after school.
- Develops the knowledge and skills required for employment and adult life.
- Has meaningful encounters with employers and education providers.
- Receives impartial careers information, advice and guidance.
- Makes informed decisions about their future.
- Leaves school with a clear progression pathway into education, employment or training.

How Our Careers Programme Meets the Gatsby Benchmarks

Our Careers Education, Information, Advice and Guidance (CEIAG) Programme is designed around the eight Gatsby Benchmarks of Good Career Guidance, ensuring that all pupils receive a progressive and personalised programme of careers education throughout their time at school.

Our programme includes:

1. **A stable careers programme** that is planned, monitored and reviewed annually.
2. **Access to up-to-date labour market information** to help pupils understand local, regional and national opportunities.
3. **Personalised careers guidance** through person-centred planning, ensuring the individual needs, aspirations and destinations of every pupil are considered.
4. **Careers embedded within the curriculum**, particularly throughout Key Stage 3, where pupils explore careers through subject learning and employer engagement.
5. **Regular encounters with employers and employees**, including our annual Careers Fair, employer visits and curriculum-linked activities.
6. **Meaningful experiences of workplaces**, Year 10 and Post-16 work experience, alongside tailored workplace visits, work shadowing opportunities and one-day workplace experiences to ensure all pupils can access meaningful encounters with the world of work.
7. **Encounters with further and higher education providers**, including colleges, apprenticeship providers, independent training providers and College Link Days, in line with Provider Access Legislation (PAL).
8. **Personal guidance** from our in-house qualified Careers Adviser, supported by targeted transition planning and additional guidance through our partnership with the Royal Borough of Greenwich CEIAG Team for pupils who require enhanced support.

Personalised Careers Education

Recognising that every young person follows a unique journey, careers education at Newhaven is built around a person-centred approach. Across all provisions and year groups, we use a range of person-centred planning tools to identify each pupil's aspirations, strengths, interests and support needs.

Individual careers plans are regularly reviewed with pupils, families and professionals to ensure they remain relevant and ambitious, enabling every learner to work towards realistic and meaningful future goals.

We work closely with the Royal Borough of Greenwich CEIAG Team, who provide additional careers guidance and targeted support for pupils who may face additional barriers to progression, including those with SEND, Looked After Children (LAC) and young people known to Youth Offending Services (YOS). This partnership ensures that our most vulnerable learners receive personalised advice and guidance to support successful and sustained post-16 transitions.

Careers education is embedded across the curriculum, with all subjects identifying links between learning and future education, training and employment opportunities. This is particularly evident throughout Key Stage 3, where curriculum learning is used to broaden aspirations, develop employability skills and introduce pupils to a wide range of career pathways.



Careers Programme by Year Group

Key Stage 3 (Years 7-9)

Throughout Key Stage 3, the focus is on exploration, aspiration and developing an understanding of the world of work.

Pupils will:

- Explore their interests, strengths and personal qualities.
- Learn about careers through curriculum subjects.
- Meet employers and learn about different industries and occupations.
- Develop an understanding of local and national labour market information.
- Challenge stereotypes and broaden aspirations.
- Begin to consider future pathways through person-centred careers planning.

Year 9

As pupils begin preparing for Key Stage 4, there is an increased focus on career-led option choices.

Pupils will:

- Explore how subject choices link to future careers.
- Receive careers guidance to support option decisions.
- Continue employer engagement activities.
- Review and update their individual careers plans.

Year 10

During Year 10, pupils focus on developing employability skills and gaining practical experience.

Opportunities include:

- Meaningful work experience placements.
- Employer encounters and workplace learning.
- CV development.
- Interview preparation.
- Careers workshops.
- Visits to local colleges.
- The opportunity to attend College Link Days to experience post-16 education and training.

Year 11

The focus in Year 11 is preparing for successful transition into the next stage of education, employment or training.

Pupils will:

- Receive support with applications for sixth forms, further education colleges, apprenticeships, supported internships and other post-16 training pathways.
- Take part in CV writing workshops.

- Develop interview skills.
- Receive support with applications for college, apprenticeships and training.
- Work alongside Transition Mentors to plan and prepare for their next steps.
- Attend transition visits where appropriate.
- Complete an individual transition plan.

Post-16

Students continue to receive personalised careers guidance that prepares them for adulthood and employment.

Opportunities include:

- Meaningful work experience placements.
- Ongoing careers guidance and transition planning.
- Support from Propel to develop self-advocacy skills and understand reasonable adjustments in education and the workplace.
- Support to explore employment, apprenticeships, supported internships and further education.
- Continued use of person-centred planning to review aspirations and progression goals.

Whole School Careers Fair

Each year, all pupils attend a whole-school Careers Fair, providing opportunities to meet employers, colleges, apprenticeship providers, training organisations and other education providers. This enables pupils to explore a wide range of progression routes and ask questions about future opportunities.

Employer and Provider Encounters

Employer engagement is embedded throughout our careers programme. Pupils benefit from encounters with employers, colleges, apprenticeship providers and training organisations through curriculum learning, workshops, careers events, workplace visits and work experience.

These experiences help pupils understand workplace expectations, develop employability skills and make informed decisions about future pathways.

In line with Provider Access Legislation (PAL), pupils have opportunities throughout Key Stages 3, 4 and Post-16 to meet a range of education and training providers, including further education colleges, apprenticeship providers, independent training providers and employers, enabling them to make informed decisions about their future pathways.

Careers Guidance

All pupils have access to impartial careers information, advice and guidance appropriate to their age, stage and individual needs.

Guidance includes:

- One-to-one careers interviews.
- Individual careers action plans.

- Person-centred planning.
- Transition planning.
- Support with applications and interviews.
- Partnership working with families and external agencies where appropriate.

Parents and carers are encouraged to be actively involved in careers planning and transition discussions to support pupils in making informed decisions about their future.

Careers Entitlement

Every pupil at Newhaven is entitled to:

- A planned programme of careers education from Year 7 onwards.
- Access to impartial careers information, advice and guidance.
- Opportunities to meet employers and education providers.
- Experiences of workplaces appropriate to their individual needs.
- Support to explore all post-16 pathways, including further education, apprenticeships, supported internships and employment.
- Personalised careers planning using person-centred approaches.
- Support with applications, CV writing, interviews and transition planning.

Impact of the Careers Programme

The impact of careers education is measured through pupil voice, parent and carer feedback, employer and provider feedback, individual careers planning reviews, participation in careers activities and destination data. This information is used to evaluate the effectiveness of the programme and identify areas for further development.

Monitoring and Evaluation

The careers programme is reviewed annually to ensure it remains effective, relevant and compliant with statutory guidance.

Evaluation includes:

- Gatsby Benchmark reviews.
- Student voice.
- Parent and carer feedback.
- Employer and provider feedback.
- Destination data.
- Work experience evaluations.
- Annual programme review.

We track pupil destinations following transition from Newhaven to evaluate the long-term impact of our careers programme and identify opportunities for continuous improvement.