



# The Athelstan Trust

## Careers Education, Information, Advice and Guidance Policy

Date of Review	Approved by	Date of Approval	Next Review	Website
March 2020, May 2023, May 26	Standards Committee	30 <sup>th</sup> April 2026	May 2029	Yes

### Introduction

The Athelstan Trust is committed to delivering a high-quality Careers Education, Information, Advice and Guidance (CEIAG) offer across all secondary schools. In an evolving employment landscape, students require access to accurate information, meaningful encounters, and structured guidance to support confident and aspirational decision-making. Our CEIAG provision includes a sequenced careers curriculum, personalised guidance, and enrichment opportunities that broaden horizons and enable successful transitions. Provision is inclusive, equitable and underpinned by high expectations for every learner. This Policy applies to all Secondary Schools in the Athelstan Trust.

### Rationale and Aims

- Ensure all students receive impartial, accurate and timely career information and guidance to support ambitious, realistic decision-making.
- Deliver a well-planned, age-appropriate careers programme that is clearly communicated to students, staff, parents/carers and employers.
- Provide up-to-date labour-market information (LMI) including pathways, qualifications and employment trends.
- Ensure careers provision meets the needs of all learners, including those requiring additional or personalised support.
- Challenge stereotypes, promote equality of opportunity and raise aspirations across all sectors.
- Link curriculum learning to real-world applications and future destinations.
- Broaden students' understanding of future possibilities and address gaps in knowledge or opportunity.
- Provide meaningful encounters with employers and employees to support understanding of workplace expectations.
- Offer experiences of the workplace that build employability skills and prepare students for adult life.
- Ensure exposure to a full range of FE, HE, apprenticeship and technical pathways.
- Provide access to impartial, qualified one-to-one careers guidance at key transition points.
- Improve long-term outcomes and reduce the risk of students becoming NEET.
- Meet all statutory requirements for CEIAG provision.

### Careers Programmes

- Be informed by the CDI Framework, Gatsby Benchmarks and the Ofsted 2025 Framework.
- Be published annually on each school's website with dedicated information for students, parents/carers, employers and staff.
- Undergo annual evaluation by Careers Leaders, with findings used to refine and improve provision.
- Have a designated link governor responsible for oversight and challenge.
- Include engagement with a diverse range of employers, sectors and stakeholders.
- Provide access to multiple Post-16 and Post-18 pathways, including vocational and academic options.
- Record, track and share destination data with Local Authorities as required.



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### **Student needs**

Careers provision will be designed to meet the needs of all students across the Trust. Students with additional vulnerabilities—including those with SEND, disadvantaged students, young carers, children in care and students receiving support from external agencies—may receive enhanced, tailored provision. Careers Leaders will work collaboratively with Designated Safeguarding Leads, Pastoral Teams, SENCOs and Local Authority services to ensure that barriers to progression are addressed and that students are protected from becoming NEET.