

Rhyddings
CAREERS EDUCATION,
INFORMATION, ADVICE & GUIDANCE
PLAN
2025-6

Responsibilities

Rhyddings Careers Plan and Programme are guided by:

- The eight Gatsby Benchmarks for best practice in careers education¹
- Our statutory duties as listed in DfE guidance²
- The Ofsted School Inspection Framework (September 2021+) – Personal Development

Statutory Duty	How Rhydding complies
Every school should appoint a Careers Leader who has the skills, commitment and backing from their senior leadership team, including protected time that enables the Careers Leader to carry out the role effectively.	Judith Dutton is the schools Careers Advisor, she has a Level 6 Diploma in Career Guidance and Development and has completed the Level 7 Career Leader Course (non- accredited route)
Schools must name their Careers Leader and publish their contact details on the website.	This information is published clearly on the school website: https://www.rhyddings.co.uk/careers-ceiag-2/
Every school must publish details of their careers programme for young people and their parents.	This information is published clearly on the school website: https://www.rhyddings.co.uk/careers-ceiag-2/
Every school must ensure that students are provided with independent careers guidance from Year 7	All Year 9, 10 and 11 pupils, have at least one appointment with a careers adviser qualified to Level 6. Students in other year groups are seen by an adviser by request or referral from other staff
Every school must ensure that there is an opportunity for a range of education and training providers to access all pupils in Year 8 to Year 13 (11) for the purpose of informing them about approved technical education qualifications or apprenticeships.	Rhyddings is committed to informing all students (Years 7-11) about the range of future education, training and employment options open to them. This information is provided in age-appropriate formats and is regularly reviewed. Staff CPD is in place to inform staff of changing options and to ensure impartiality from all.
Every school must publish a policy statement setting out their arrangements for provider access and ensure that it is followed.	The provider access policy is published clearly on the school website: https://www.rhyddings.co.uk/careers-ceiag-2/
Every school should be using the Gatsby Benchmarks to develop a careers programme that increases opportunities for students to access everything from experiences of the workplace and personal guidance	Rhyddings uses Compass+ to track progress and is committed to meeting all eight Gatsby Benchmarks.

with a careers adviser, to engagement with colleges, training providers and universities.	
Schools should continue to track student destinations for three years post-KS4. Schools should work with their local authority as they collect and collate destinations data, and establish an effective data-sharing agreement.	Rhyddings has a robust destinations data procedure and the report on data (updated annually) is available clearly on the school website (section 8): https://www.rhyddings.co.uk/careers-ceiag-2/ We collaborate with Lancashire County Council throughout the process of obtaining and sharing data.

Rationale

We want all young people to understand the full range of opportunities available to them, to learn from employers about work and the skills that are valued in the workplace and to have first-hand experience of the workplace. We will provide all pupils with a programme of advice and guidance that is delivered by skilled professionals in this field and will help all pupils to fulfil their potential and ambitions.

Commitment

Rhyddings is committed to providing our pupils with a programme of careers education, information, advice and guidance (CEIAG) for all pupils in years 7– 11. Rhyddings endeavours to follow the Department for Education’s Careers Strategy, including the Baker Clause: making the most of everyone’s skills and talents (Dec 2017) and the Skills for Jobs White Paper (Jan 2022).

Aims

CEIAG at Rhyddings will:

- contribute to strategies for raising achievement through raising aspirations, motivation and confidence across the curriculum
- enable our pupils to develop a knowledge and understanding of education, training and employment pathways through investigating opportunities available to them at a local, national and international level
- inspire our pupils to become curious about the world of work, and the options and possibilities this opens up to them now and for their journey beyond school
- further reduce the number of pupils not in employment, education or training
- To involve parents and carers throughout the delivery of CEIAG

The Gatsby Benchmarks will be integral to achieving these aims

A comprehensive, progressive careers education programme is in place to meet our strategic priorities:

- supporting individual aspirations, improving attainment and ensuring positive destinations

- meeting the needs of specific groups including looked after children, young carers, children from economically-deprived backgrounds and children with SEND
- developing learners' career management skills, especially those associated with career adaptability, resilience, enterprise and employability
- improving young people's working lives by helping them to identify the values that are important to them
- developing the use of digital technologies to meet young people's career development needs in conjunction with face-to-face support

Implementation of Careers Guidance:

Each year group is provided with opportunities to engage with a wide range of employers and colleges to promote careers and provide individualized advice and guidance. This is done through PSHE lessons, the curriculum, assemblies, employer talks and visits and organised Careers Days. Parents and Carers Parental involvement is encouraged at all stages. Online resources have been specifically chosen to help parents become more involved. All online resources are easily accessed through the links on the school website. Parents are kept up to date with careers related information through letters, newsletters, text messages, social media and at open evenings. After Careers Interviews parents are informed that their pupil has received this and that they can find it on their Start Profile.

Year Group	Form Tutor time	PSHE	Curriculum All subjects have careers information embedded through curriculum	Other
7		• Developing skills and aspirations: Careers, teamwork and enterprise skills, and raising aspirations		Thursday 29th January 2025 Year 7 Careers and PSHE Day – including Journey to Success with Burnley College. Learning Outcome: to learn about the different pathways beyond school and the range of different qualifications.

				Targeted activities such as Mega Hub events Learning Outcome: to learn about the local businesses and employers.
8		• Community and careers: Equality of opportunity in careers and life choices, and different types and patterns of work	Summer Term PSHE lesson with Accrington and Rossendale College – Escape to your future Learning Outcome: to learn about all the different college and career opportunities available to them as they navigate to their futures.	Wednesday 19th November 2025 STEM Drop down day Learning Outcome: to learn about how they can apply their subjects to real world situations and careers. Targeted activities such as Mega Hub events Learning Outcome: to learn about the local businesses and employers.
9	GCSE Options – subject choices links to future careers	• Setting goals: Learning strengths, career options and goal setting as part of the GCSE options process	Spring Term PSHE lesson with Burnley College Options and Lifestyles Learning outcome: to think about how the choices they make for	Wednesday 22nd October 2025 Step into Work Day Learning Outcome: to learn about the world of work and all the different types of careers available at a range of companies

		• Employability skills: Employability and online presence	their options will affect their futures.	across Hyndburn and Blackburn. Targeted activities such as Teen Tech, NHS Careers Event and Bank of England, Mega Hub events Learning Outcome: to learn about the local businesses and employers. Year 9 Careers Meetings
10	Training 2000/NLTG assembly	• Readiness for work: Readiness for work • Introduction to work and health and safety in the workplace for work experience week		Summer Term 2026 Taster Days at Accrington and Rossendale College, Burnley College and Blackburn College Learning Outcome: to learn about all the qualifications, courses and apprenticeships available to them as they leave school. Monday 16th – Friday 20th March 2026 Work experience

				Learning outcome: to give pupils a meaningful experience of work and what that involves. Work Experience celebration Tuesday 9th July 2026 Drop down day – Learning Outcome: to learn: • about how to prepare for interviews, • about and experience a mock interview, • how to apply for college and jobs, • what university is like • what apprenticeships are and how they can get one. Talks and targeted activities, for example, EG Garages, becoming a lawyer, Mega Hub events
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				Learning Outcome: to learn about the local businesses and employers. Year 10 Careers Meetings Learning Outcome: to help pupils consider the options available to them post-16 and beyond and to prepare them for their next step.
11	College and 6 th Form College Assemblies	• Building for the future: Self-efficacy, stress management, and future opportunities • Next steps: Application processes, and skills for further education, employment and career progression		Friday 3rd October 2025 Amazing Accrington Futures event Targeted visits eg WEC, BAE Systems, Manchester Metropolitan University visit, Mega Hub events Learning Outcome: to learn about the local businesses and employers. Year 11 Careers Meetings Learning Outcome: to help pupils consider the options available to them post-16 and beyond and to

				prepare them for their next step. November 2025 – January 2026 Application support weekly lunchtime drop in sessions
Alumni	Tracking through LCC and via our own website			
Staff	CPD delivered about Xello, careers and updated Gatsby benchmarks			
Parents	FE Colleges at year 9 Options evening, Thursday 25th September 2025 - Year 11 Parental Information Sessions – Local Colleges, Future U (Universities), Training Providers, Local 6 th Forms			

Annual Review Process

The Rhydding review the CIAG programme annually to ensure compliance and develop best practice:

Action	Personnel	Review Date	Next Review
Strategic Plan	Judith Dutton	September 2025	July 2026
Programme	Judith Dutton SLT CLs	Ongoing	July 2025
Provider Access Policy	Judith Dutton Headteacher Interim Board of Governors	January 2024	Jan 2026
Website	Judith Dutton	September 2025	September 2026
Compass Review	Judith Dutton John Hooper (CEC Adviser) Janet Doolan (Enterprise Advisor)	Termly	
Learner voice	Judith Dutton	On-going	

	Future Skills Questionnaire		
Destinations data	Judith Dutton LCC	On-going	On-going