



Irlam and Cadishead Academy

The best in everyone™

Part of United Learning

IRLAM & CADISHEAD ACADEMY

Careers Education, Information, Advice & Guidance Policy 2025-26

Date of last review:	September 2025	Review Period:	1 Year
Date of next review:	September 2026	Owner:	Mr A Brown
Approved By:	Principal Mr C Leader		

ICA Careers Education, Information, Advice and Guidance Policy

Contents

- 1.0 Academy Vision
- 2.0 Policy Scope
- 3.0 Objectives
- 4.0 Academy Responsibilities
- 5.0 Governor Responsibilities
- 6.0 Provider Access
- 7.0 Monitoring, Evaluation and Review

Appendices

- 1. Summary of the Gatsby Benchmarks
- 2. Arrangements for Provider Access
- 3.

Linked policies

- 1. Child Protection,
- 2. Equality and Diversity
- 3. SEND

Linked Documents

- 1. [Careers Guidance and Access for Education and Training Providers \(DFE 15th July 2021\)](#)
- 2. [Skills for Jobs: Lifelong Learning for Opportunity and Growth \(21st January 2021\)](#)
- 3. [Guidance Paper: The Baker Clause \(ascl.org.uk\)](#)
- 4. [Education Act 1997 \(legislation.gov.uk\)](#)

Adopted by the Governing Body:

Compliance Check:

September 2025

Review Period:

3 Years

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September 2028

Careers Education, Information, Advice and Guidance Policy

1.0 Academy Vision

- 1.1 We aim to implement a structured approach to business engagement and careers within the Academy's and across the group, which will support all United Learning students to develop **ambition** and aspiration for a fulfilling and successful working life. We want our students to leave Irlam and Cadishead Academy with high aspirations and **determined** to make informed decisions on their next choice of destinations. Embedding careers education in the culture of the Academy from the outset, and providing a coherent careers journey, will allow our students to **respect** their own personal development and approach with **enthusiasm** all opportunities presented to them.
- 1.2 The governing body have therefore adopted this Policy to provide a clear commitment to and framework for Careers Education, Information, Advice and Guidance

2.0 Policy Scope

- 2.1 This Policy covers Careers Education, Information, Advice and Guidance given to students in Key Stages Three and Four.
- 2.2 The Policy also applies to Year 11 students after they finish their examinations in June of their final year and before they start at their next place of education, employment or training. Though students may not necessarily be in the Academy regularly throughout July and August of Year 11, the Policy is still applicable.
- 2.3 The Policy has been reviewed in line with the recently updated DfE guidance document 'Careers guidance and access for education and training providers' (DfE, updated 8th May 2025)
- 2.4 This Policy accepts the 8 Gatsby Charitable Foundation's benchmarks as set out in the DfE guidance. They can be seen in Appendix 1 of this Policy
- 2.5 This Policy covers the legal duty of academies to ensure that a range of education and training providers can access students in Year 7 to Year 11 for the purpose of informing them about approved technical education qualifications or apprenticeships.
- 2.6 This Policy refers to events and opportunities in both Key Stages and in all years and these events will impact upon all students at the Academy.
- 2.7 All members of staff at Irlam and Cadishead Academy are expected to be aware of this Policy and the importance of Careers Education, Information, Advice and Guidance (CEIAG) in the education of students. CEIAG is not the sole responsibility of the Careers Advisor.
- 2.8 It is important therefore that students leave Irlam and Cadishead Academy aware of themselves as individuals, aware of the opportunities available to them and able to make some decisions about their own life. They should be prepared for the transition from full time education to the world beyond. It is to these aspects of personal and social development that this Policy will contribute.

3.0 Objectives

3.1 The objectives of the Careers Education, Information, Advice and Guidance Policy are as follows:

- 3.1.1 To ensure that all students at the Academy receive a stable careers programme
- 3.1.2 To enable all students to learn from information provided by the career and labour market
- 3.1.3 The CEIAG programme should be individual and address the needs of each student
- 3.1.4 To link the curriculum learning to careers learning
- 3.1.5 To provide students with a series of encounters with employers and employees
- 3.1.6 To provide students with experiences of workplace(s)
- 3.1.7 To ensure that students have a series of encounters with further and higher education
- 3.1.8 To provide each student with the opportunity to receive personal guidance

4.0 Academy Responsibilities

4.1 The Academy has a series of statutory duties:

- 4.1.1 All registered students at the Academy must receive independent careers advice in Years 7 to 11
- 4.1.2 This careers advice must be represented in an impartial manner, showing no bias towards a particular institution, education or work option
- 4.1.3 This advice must cover a range of education or training options
- 4.1.4 This guidance must be in the best interests of the student
- 4.1.5 There must be an opportunity for education and training providers to access students in Year 7-Year 11 to inform them about approved technical qualifications or apprenticeships. See Section 6 of this Policy
- 4.1.6 The Academy must have a clear Policy setting out the manner in which providers will be given access to students. Cf. Section 6 and Appendix 3. This Policy and these arrangements must be published.

4.2 The Academy will base its careers provision around the Gatsby Benchmarks. A summary of these can be seen in Appendix 1, and they cross reference with the objectives of this Policy in Section 3.

4.3 Irlam and Cadishead Academy believes that good CEIAG connects learning to the future. It motivates young people by giving them a clearer idea of the routes to jobs and careers that they will find engaging and rewarding. Good CEIAG widens students' horizons, challenges stereotypes and raises aspirations. It provides students with the knowledge and skills necessary to make successful transitions to the next stage of their life. This supports social mobility by improving opportunities for all young people, especially those from disadvantaged backgrounds and those with special educational needs and disabilities.

4.4 The Academy will continuously monitor its CEIAG offer and seek further improvement. This will be done by the personnel involved in the design and delivery of the programme as well as by external stakeholders who assess the work of the Academy (eg. United Learning Strategic Careers Lead, Enterprise Coordinator Salford & Manchester, or Ofsted)

5.0 Governor Responsibilities

5.1 The governing body will ensure that the Academy has a clear Policy on Careers Education, Information and Guidance (CEIAG) and that this is clearly communicated to all stakeholders. They should ensure that this Policy is:

5.1.1 based on the eight Gatsby Benchmarks

5.1.2 meeting the Academy's legal requirements

5.2 The governing body will ensure that arrangements are in place to allow a range of educational and training providers to access students in Years 7-11.

5.3 There will be a member of the governing body who takes a strategic interest in CEIAG and encourages employer engagement

6.0 Provider Access

6.1 Introduction - This section of the Policy sets out the Academy's arrangements for managing the access of providers to students at the Academy for the purpose of giving them information about the provider's education or training offer. This complies with the Academy's legal obligations under Section 42B of the Education Act 1997.

6.2 All students in years 7-11 are entitled:

6.2.1 to find out about technical education qualifications and apprenticeships opportunities, as part of a careers programme which provides information on the full range of education and training options available at each transition point;

6.2.2 to hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships – through options events, assemblies and group discussions and taster events;

6.2.3 to understand how to make applications for the full range of academic and technical courses.

6.3 Appendix 3 shows the way in which education and training providers should get in touch with the Academy to gain access to students and/or parents to inform them about further opportunities

6.4 The Academy will then work with providers to identify the most effective opportunity for them to share information about education and training opportunities

7.0 Monitoring, Evaluation and Review

7.1 The Principal will ensure that:

7.1.1 the work of the Careers Advisor and CEIAG events are supported and monitored;

7.1.2 a member of the Senior Leadership Team has an overview of CEIAG work and reports regularly back to the team.

7.2 The effectiveness of this Policy will be measured in a variety of ways:

- 7.2.1 Feedback from stakeholders through mechanisms such as the United Learning student and parent survey;
 - 7.2.2 Feedback from external visitors to the Academy such as Ofsted;
 - 7.2.3 The number of students who are NEET in October having left the Academy in the previous summer. This figure can be compared to national figures as well as against the equivalent figure from similar Academies both nationally and within the county.
- 7.3 The governors of Irlam and Cadishead Academy will review this Policy every three years.

<p>1.A stable careers programme</p>	<p>Every school and college should have an embedded programme of career education and guidance that is known and understood by students, parents, teachers, governors and employers.</p>	<ul style="list-style-type: none"> • Every school should have a stable, structured careers programme that has the explicit backing of the senior management team, and has an identified and appropriately trained person responsible for it. • The careers programme should be published on the school’s website in a way that enables students, parents, teachers and employers to access and understand it. • The programme should be regularly evaluated with feedback from students, parents, teachers and employers as part of the evaluation process.
<p>2. Learning from career and labour market information</p>	<p>Every student, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.</p>	<ul style="list-style-type: none"> • By the age of 14, all students should have accessed and used information about career paths and the labour market to inform their own decisions on study options. • Parents should be encouraged to access and use information about labour markets and future study options to inform their support to their children.
<p>3.Addressing the needs of each student</p>	<p>Students have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each student. A school’s careers programme should embed equality and diversity considerations throughout.</p>	<ul style="list-style-type: none"> • A school’s careers programme should actively seek to challenge stereotypical thinking and raise aspirations. • Schools should keep systematic records of the individual advice given to each student, and subsequent agree decisions. • All students should have access to these records to support their career development.

		<ul style="list-style-type: none"> Schools should collect and maintain accurate data for each student on their education, training, or employment destinations.
4. Linking curriculum learning to careers	All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.	<ul style="list-style-type: none"> By the age of 14, every student should have had the opportunity to learn how the different STEM subjects help people to gain entry to, and be more effective workers within, a wide range of careers.
5. Encounters with employers and employees	Every student should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.	<ul style="list-style-type: none"> Every year, from the age of 11, students should participate in at least one meaningful encounter* with an employer. <p>*A 'meaningful encounter' is one in which the student has an opportunity to learn about what work is like or what it takes to be successful in the workplace.</p>
6. Experiences of workplaces	Every student should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities and expand their networks.	<ul style="list-style-type: none"> By the age of 16, every student should have had at least one experience of a workplace, additional to any part-time jobs they may have. By the age of 18, every student should have had one further such experience, additional to any part-time jobs they may have.
7. Encounters with further and higher education	All students should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in Academies, colleges, universities and in the workplace.	<ul style="list-style-type: none"> By the age of 16, every student should have had a meaningful encounter* with providers of the full range of learning opportunities, including Sixth Forms, colleges, universities, and apprenticeship providers. This should include the opportunity to meet both staff and students. By the age of 18, all students who are considering applying for university should

		<p>have had at least two visits to universities to meet staff and students.</p> <p>*A 'meaningful encounter' is one in which the student has an opportunity to explore what it is like to learn in that environment.</p>
8. Personal guidance	<p>Every student should have opportunities for guidance interviews with a career adviser, who could be internal (a member of Academy staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made.</p>	<ul style="list-style-type: none"> • Every student should have at least one such interview by the age of 16, and the opportunity for a further interview by the age of 18.

(To include The Department of Education, July 2021: “Baker Clause” and the Provider Access Legislation, January 2023)

Ownership: Irlam and Cadishead Academy: United Learning

Date updated: September 2025

Rationale

High quality careers education and guidance in school or college is critical to young people’s futures. It helps to prepare them for the workplace by providing a clear understanding of the world of work including the routes to jobs and careers that they might find engaging and rewarding. It supports them to acquire the self-development and career management skills they need to achieve positive employment destinations. This helps students to choose their pathways, improve their life opportunities and contribute to a productive and successful economy.

As the number of apprenticeships rises every year, it becomes increasingly important that all young people have a full understanding of all the options available to them post-16 and post-18 including wider technical education options such as T-Levels and Higher Technical Qualifications.

Commitment

Irlam and Cadishead Academy is committed to ensuring there is an opportunity for a range of education and training providers to access students, for the purpose of informing them about approved technical education qualifications and apprenticeships. Irlam and Cadishead Academy is fully aware of the responsibility to set students on the path that will secure the best outcome which will enable them to progress in education and work and give employers the highly skilled people they need. That means acting impartially, in line with the statutory duty, and not showing bias towards any route, be that academic or technical.

Irlam and Cadishead Academy endeavours to ensure that all students are aware of all routes to higher skills and are able to access information on technical options and apprenticeships (The Department of Education, July 2021: “Baker Clause”: supporting students to understand the full range of education and training options, and the Provider Access Legislation, January 2023).

Aims

The Irlam and Cadishead Academy Policy for Access to other education and training providers has the following aims:

- To develop the knowledge and awareness of our students of all career pathways available to them, including technical qualifications and apprenticeships.
- To support young people to be able to learn more about opportunities for education and training outside of school before making crucial choices about their future options.
- To reduce drop out from courses and avoid the risk of students becoming NEET (Young people not in education, employment or training).

Student Entitlement

Irlam and Cadishead Academy fully supports the statutory requirement for students to have direct access to other providers of further education training, technical training and apprenticeships. The school will comply with the new legal requirement to put on at least six encounters with providers of approved technical education qualifications or apprenticeships.

This will be done in assemblies throughout the year but notably in National Apprenticeship Week and National Careers Week. In addition, providers will attend careers events at school, including our Careers Fair in the Spring Term.

Development

This policy has been developed and is reviewed annually by the CEIAG Coordinator, Ms J. Baker, and her Line Manager, based on current good practice guidelines by the Department for Education.

Links with other policies

It supports and is underpinned by key school policies including those for Careers, Child Protection, Equality and Diversity, and SEND.

Equality and Diversity

Access to other providers is available and promoted to allow all students to access information about other providers of further education and apprenticeships. Irlam and Cadishead Academy is committed to encouraging all students to make decisions about their future based on impartial information.

Requests for access

Requests for access should be directed to Ms J. Baker, CEIAG Coordinator. Ms J. Baker may be contacted by telephone or email: Julie.Baker@irlamandcadishead.org.uk / Tel: 0161 537 0660.

Grounds for granting requests for access

Access will be given for providers to attend during school assemblies, timetabled Careers or PSHE lessons, and Careers or Raising Aspirations events that Irlam and Cadishead Academy is arranging. Students may also travel to visit another provider as part of the trip to be organised in partnership with Irlam and Cadishead Academy.

Details of premises or facilities to be provided to a person who is given access

Irlam and Cadishead Academy will provide an appropriate room or assembly hall to be agreed. All rooms have computers, projectors and screens provided. Computer rooms can also be arranged. The CEIAG Coordinator will organise this, working closely with the provider to ensure the facilities are appropriate to the audience. Appropriate safeguarding checks will be carried out. Providers will be met and supervised by a member of the Careers Team who will facilitate.

Live/Virtual encounters

Irlam and Cadishead Academy will consider live online encounters with providers where requested, and these may be broadcast into classrooms or the school assembly hall. Technology checks in advance will be required to ensure compatibility of systems.

Parents and Carers

Parental involvement is encouraged, and parents may be invited to attend the events to meet the providers.

Management

The CEIAG Coordinator, Ms J. Baker, coordinates all provider requests and is responsible to her senior management line manager.

Complaints Procedure

Any complaints about this policy should be raised to Mr. A. Brown, email: andy.brown@irlamandcadishead.org.uk

Mr. A. Brown will raise the complaint to Mr C. Leader, Principal of Irlam and Cadishead Academy.

Monitoring review and evaluation

The Policy is monitored and evaluated annually via the Governing Body.

Policy Coordinator: Mr. A. Brown

Policy Reviewed: September 2025

Providers who have been invited into Irlam and Cadishead Academy to date include:

<ul style="list-style-type: none"> • Armed Forces • Foundation 92 • Kingsland Drinks • Freedom Fibre • Hamilton Davies Trust • Cabinet Office • Salford City Leisure • Wykes Signs • Greater Manchester Police • Network Rail • North West Ambulance Trust • Salford City Council • YMCA • Smile Dental Care • AJ Bell • Werit • Sale Sharks • Vistry Partnerships 	<ul style="list-style-type: none"> • Busy Bee's • Proicere • Greater Manchester Learning Provider • O'Neil and Partners • Addleshaw Goddard • Thornley Groves Estate Agents • Omega • Morson Projects • Hahn Plastics • Red Tree Construction • Manchester Civil Justice Centre • Corpus Christi • Deans Group • Azenta • KPMG • Rehau 	<ul style="list-style-type: none"> • Brenntag • HMRC • Hilti • Royal Horticultural Society • Sellafield Sites • Career Connect • UTCW • Royal Navy • RRG Group • Manchester United Foundation • North Lancashire Training Group (NLTG) • SP&Co financial management • Siemens • Seddon Construction • Kelloggs
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Destinations of previous students from Irlam and Cadishead Academy include:

- Priestley College
- Warrington & Vale College
- Salford City Colleges (Pendleton; Worsley; Eccles; City Skills; Future Skills)
- UTC Warrington
- Birchwood College
- Education and Semi Professional Academy