SHSCC CEIAG Strategic Overview & Development Plan: 2026- 2028

SHSCC Vision of careers programme / Strategic Priorities, Intent and Aims of our CEIAG Programme	**Aspiration and Achievement for All** At SHSCC, we strive to provide a high-quality educational community which offers life-changing opportunities in a safe, creative and exciting environment where all students are inspired to achieve and grow as individuals, believing the sky is the limit. **We feel we are creating the workforce of the future.** We are an inclusive 11-18 academy and strive to ensure that all students are supported and encouraged so they are prepared for the opportunities, responsibilities and experiences of life, and can make effective and informed decisions as they transition as learners and workers. This forms the vision for our Careers Education Information and Guidance programme. We aim to deliver high quality career education and guidance that meets the provision required for the 8 benchmarks for good career guidance as identified by The Gatsby Foundation. Our mission statement outlines our intent to offer an innovative, engaging and challenging curriculum so that each student is able to attain the qualifications, knowledge and skills which best **prepare our learners for their future.** At SHSCC, the vision for our Careers, Education, Information & Guidance, is to provide a comprehensive programme providing effective guidance for all students from years 7 – 13, offering all of the advice and guidance to prepare our learners for the future. In line with our whole school vision, we focus on raising aspirations and achievement for all. We feel that CEIAG is a whole school responsibility, and we work with all departments and staff to not only inform our students about future opportunities and the world of work, but also to inspire them to want to succeed and reach their potential.

SHSCC CEIAG Strategy and Principles:

At SHSCC, our mission statement 'Aspiration and Achievement for All' forms the basis for our CEIAG provision along with our Careers moto of '**Creating the Workforce of Tomorrow**'. We aim to create independent aspirational young people who are prepared for the world of work.

At SHSCC, we feel that CEIAG is a whole school responsibility, and our programme is based on an effective partnership between students, parents, FE and HE Institutions, teaching staff, support staff, external CEIAG providers, alumni and business and industry employers as well as providers of approved technical education qualifications or apprenticeships and other educational institutions. Our career guidance includes information on all 16-18 education and training options including apprenticeships, T-Level and V-Level pathways.

The Careers programme at Sir Harry Smith Community College consists of regular tutor time activities; the use of the online CEIAG programme Unifrog which guides and informs students on career matters through their time at the school; trips and specific career events during the academic year, and a wide variety of guest speakers, alumni and organisations presenting information sessions and workshops on specific career topics and sectors. Our Year 12 students complete a week of timetabled work experience in the summer term. All year 11 and Year 13 students have 1:1 guidance and support meetings and specialist support for post-16 and post-18 applications, but any student can request a guidance meeting at any time.

At SHSCC, we have invested in the independent online CEIAG platform Unifrog. All students and staff have access to this and are allocated time to work through the programme, but they can also access at all other times. This allows students to explore, career pathways and options, access CEIAG information and obtains career skills to prepare them for their future.

We organise a whole school bi-ennial Careers Fair and Alumni Careers Fair, which all students attend, and this year we will be introducing an additional Apprenticeship Fair in February 2027.

At SHSCC, we have a dedicated Careers Office, based in the Library, where students can visit at any time to get guidance or help.

A key part of our CEIAG strategy is to continually review and improve our provision using evaluations, NEET figures and Unifrog data.

At SHSCC we have a strategy for CEIAG which adheres to the following principles:

- Builds strong links with local and national employers.
- Provides our students with access to a wide and varied range of activities that are inspirational and aspirational.
- Offers a range of experiences to prepare students for the world of work.
- Ensure good quality advice and guidance at transition points in KS3, KS4, post-16 and post-18.
- Provide impartial face-to-face advice and guidance within the CEIAG programme with a level 6 qualified advisor.
- Work with local authorities and external agencies to identify and support vulnerable and disadvantaged young people, including those with special educational needs and those at risk of becoming NEET (not in education, employment and training) post-16.
- Provide information to students about financial support that may be available to them post-16 and post-18.
- To ensure that students are aware of out-of-school opportunities that may help them with their career aspirations.

The SHSCC CEIAG Team

Role	Name	Responsibility
Assistant Principal (SLT): CEIAG Lead & Head of 6th Form	Mr T Smith TSmith@sirharrysmith.com	Senior Leadership Team is charge of the CEIAG programme. To plan, deliver and evaluate the strategic and operational elements of the school's careers plan and programme.

Careers Coordinator (completed Careers Leader training 2026)	Mrs A Curtis Level 6 CEIAG qualified ACurtis@sirharrysmith.com	To co-ordinate the SHSCC Careers programme, plan and arrange events and trips. To carry our 1:1 guidance meetings with students.
Sixth Form Academic & Pastoral Student Support	Mrs C Restaino CRestaino@sirharrysmith.com	Supports Sixth Form students academically and pastorally – helping students with post-18 applications
Careers / Sixth Form Administration	Mrs C Hopwood CHopwood@sirharrysmith.com	Helps with administration tasks in relation to Careers & Sixth Form / Co-ordinates the use of Unifrog across the school and supports students with the organisation of Year 12 work experience.
CEIAG Link Governor	Mr W Osedeme	CEIAG link to the SHSCC Governing Body.
Enterprise Coordinator	Mr C Christodoulou	Support the SLT Lead / Careers Leader in strategic elements of the planning.

CDI Framework

The CDI's Career Development Framework is designed to explain the skills and knowledge that students need in order to pursue a positive career. 'Career' describes the journey through life, learning and work.
The CDIs Career Development Framework describes the 6 career development skills that people need to have positive careers:



The Gatsby Benchmarks

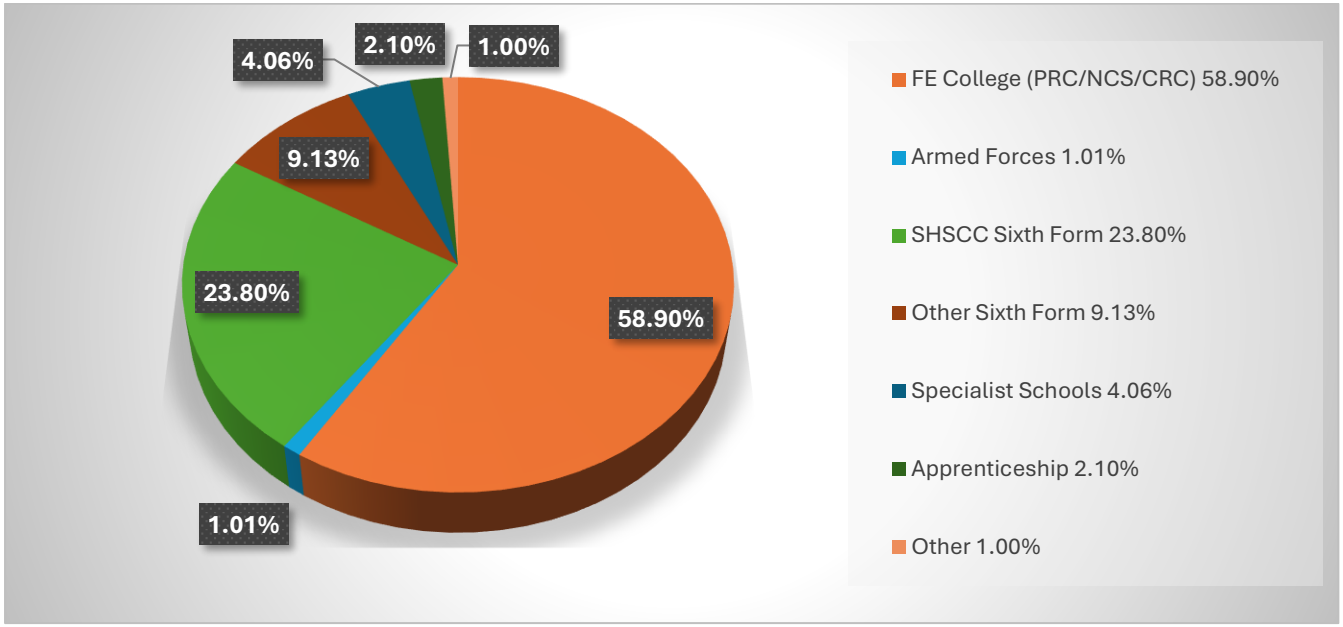
The eight Gatsby Benchmarks are a framework for good careers guidance developed to support schools in providing their students with the best CEIAG.

Benchmark	Compass+ rating	In order to fully meet the benchmark, we must:
Benchmark 1: A stable careers programme	**92%**	1: Underpin the careers programme by learning outcomes and sequenced appropriately for cohort of young people **(completed by the introduction and increased use of Unifrog)** 2. Careers programme is linked to the whole school development plan **(in progress)**
Benchmark 2: Learning from career & labour market information	**88%**	1.Ensure that your pupils use career & LMI information to inform decisions on their study options and/or next steps? **(target – working towards. Focus week being introduced during tutor time activities)**
Benchmark 3: Addressing the needs of each pupil	**89%**	1.Use destination data to evaluate your careers programme- Longer-term destinations of pupils **(target – in progress)** 2.Ensure pupils are supported in using these records to make education and career choices, for example at key transition points? **(increased use of Unifrog – working towards)**
Benchmark 4: Linking curriculum learning to careers	**81%**	1: Ensure that all staff who support pupils have careers embedded into their continuous professional development programmes? **(target)** 2: Ensure that ALL pupils have engaged in career-related learning in all curriculum subjects? Year 7, 8, 9 **(in most – but not all – working towards)**
Benchmark 5: Encounters with employers & employees	**100%**	
Benchmark 6: Experiences of the workplace	**89%**	1.Ensure that ALL students in key stages 3 and 4 have **at least one** meaningful experience of a workplace **(Working towards)**
Benchmark 7: Encounters with further & higher education	**100%**	
Benchmark 8: Personal guidance	**100%**	

Where to Find Out More about our Policies and Provision

Careers Policy Careers Provision & Calendar Provider Access Policy SHSCC Strategic Plan Helpful Careers websites Unifrog Learning Journey 11-18 Parent / Employer and Student Information	Sir Harry Smith Community College - Careers Education, Information, Advice and Guidance

2026 Year 11 Destination Data



SHSCC 2026 / 2027 CEIAG strategic Priority Plans

26/27 Development Targets – what success will look like	How we will achieve this
All statutory requirements implemented in our CEIAG provision	SLT Lead and Careers Team will work with staff to implement
All students in years 7 – 13 use the Unifrog personalised programme to explore options and opportunities, the world of work and education, and ultimately make informed choices and submit the strongest applications.	Increased use of Unifrog in Tutor time.
Evaluations of careers activities is more consistent across the years to track progress and information used to tailor future careers activities and CEIAG programme.	SLT Lead & Careers Leader to regularly evaluate activities and provision. Complete Future Skills Questionnaires for Years 9 and 12. Evaluate careers programme considering feedback from parents.
Students with additional needs receive specific and tailored CEIAG provision and support.	In line with new statutory requirement Careers Leader to liaise with Senco to review provision. Career Leader to attend all annual reviews with SEN students from Year 9 and above. Ensure Careers programme is tailored to the needs of ALL pupils including disadvantaged young people and is underpinned by learning outcomes & sequenced & appropriate for whole cohort including SEN and persistently absent.
Reduce NEETS	Careers Leader will work with the Pastoral Team / Attendance Officer / SENCo to identify potential NEETS early and offer appropriate interventions.
All Year 12 students complete 1 week of meaningful work experience placements off-site.	Build on the success of our first cohort of Year 12s completing work experience (summer 2026). Careers leader / CEIAG Administrator to introduce increased training / reflection / evaluation before and after work experience.
All curriculum areas will have a named staff link to Careers. All staff will take part in scheduled CPD training for Careers.	SLT Lead for CEIAG to put a programme of training together and ensure a named CEIAG link from every department.
Improved communication to parents / carers	Ensure careers programme sets out how parents & carers will be engaged in careers education and is communicated in different formats.