CAREERS AND GUIDANCE POLICY

Approved by:	Terence Breen
Date:	September 2026
Next review due :	September 2027

General Statement

Impact Independent school provides education and support as an alternative provision to ensure that every learner reaches their full potential. We work with learners who are particularly vulnerable to becoming NEET. Impact recognises that it has a statutory duty to secure independent careers guidance for all Year 7 to 11 students as outlined in (The Education Act 2011 / Career guidance and access for education and training providers January 2018). Our aim is that all students acquire the skills, knowledge and attitudes to manage their learning and career progression. We will support students in making informed decisions by providing access to differentiated impartial and independent information and guidance about the range of post 16 pathway's available to them.

The school is committed to ensuring that the CEIAG advice students receives:

- Includes information on a range of education or training options, including
- apprenticeship and other vocational pathways
- Impartial
- In the best interests of the students
- Meets the needs of the students

We are committed to ensuring that the school continues to meet the requirements outlined in the Gatsby Benchmarks.

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance.

We are committed to providing a planned Careers programme. This is differentiated to suit the needs of each individual learner. Learners will leave Impact with the skills and knowledge required to support their entry to further education, training or employment.

Impact also works with the Local Authority and a wide range of voluntary / statutory agencies to support our learners whose circumstances have made them vulnerable or hard to reach, including those with special educational needs and those at risk of being NEET post-16.

Careers Programme

The aim of our Careers Programme is to raise the aspirations of our learners and to support them in making realistic decisions for post 16. Impact offers a programme of careers education to ensure that every learner reaches their full potential. This complies with the school's legal obligations under section 42B of the Education Act 1997.

Responsibilities

All staff have the responsibility to contribute to the overall careers programme within the school.

Careers Team

The Careers team has the overall responsibility for overseeing the Careers.

Work collaboratively with Dudley LA Connexions Team.

Work collaboratively with other LA Connexions Teams as well as mainstreams schools for dual registered students.

Education Provision

Teaching Staff are responsible for the delivery of careers education by embedding Careers into their subject area and contributing to the effectiveness of the overall programme.

Monitoring and evaluation

The Careers lead will meet on a regular basis to develop, monitor and evaluate CEAIG across the school. Progress towards the Gatsby Benchmark is evaluated using the online Compass tool (as recommended in Careers guidance and access for education and training providers June 2026).

The development of CEAIG is a priority in the school's strategic development plan.

Support for pupils with Special Educational Needs or Disabilities

Impact has high aspirations for all pupils with special educational needs and disabilities (SEND) and will support them in preparing for their next phase of education or training.