

Careers, Education, Information, Access and Guidance (CEIAG) Programme 2025-2026

Careers Lead: Maria Humpherson

Rationale and Vision

Beckfoot Oakbank is committed to ensuring all students have access to impartial careers advice, exposure to local colleges and sixth forms and a range of employers who can support them in considering their future. To help us do this we align our CEIAG Plan to the Gatsby Benchmarks the Statutory Guidance for careers which aligns to the delivery of independent careers guidance to year 8-13 pupils in accordance with section 42A of the Education Act 1997.

Beckfoot Oakbank’s Provider Access Legislation (PAL) document focuses specifically on technician qualifications and apprenticeships that are available in our “policies” section.

<p>Gatsby Benchmark 1</p> <p>A stable careers programme</p>	<p>Gatsby Benchmark 2</p> <p>Learning from labour market information</p>	<p>Gatsby Benchmark 3</p> <p>Addressing every pupils needs</p>	<p>Gatsby Benchmark 4</p> <p>Linking curriculum to learners needs</p>
<p>Gatsby Benchmark 5</p> <p>Encounters with employers and employees</p>	<p>Gatsby Benchmark 6</p> <p>Experience of work places</p>	<p>Gatsby Benchmark 7</p> <p>Encounters with further and higher education</p>	<p>Gatsby Benchmark 8</p> <p>Personal guidance</p>

The vision for the development of CEIAG across our academy is to provide the very best opportunities to enable our students to make informed and incisive decisions throughout, and beyond, their school life. Beckfoot Oakbank will take a progressive approach to careers inspired by equalex. In Key stage 3 pupils we will introduce / inspire pupils about careers and as they move through the key stage this will mean they start to investigate and explore different careers available. In Key stage 4 pupils will continue

to investigate / explore careers and will then start to move towards applying and demonstrate their knowledge

By using the Gatsby benchmarks as a framework of best practice we have a CEIAG programme that meets the needs of our cohort of students, providers and labour market landscape. Our plan promotes equality of opportunity, celebrates diversity and challenges stereotypes whilst inspiring, raising aspirations and giving our students an optimistic outlook on life and their place in the world of work.

The Careers policy is guided by Beckfoot core values: Enjoy, Learn and Succeed. The CEIAG programme is bespoke and unique to our school and reviewed on an annual basis to meet our students needs based on our monitoring and evaluation processes. We are committed to provide a coherently planned and sequenced programme that reflects the context of our school, Local market Information (LMI) and the needs of our pupils.

Our programme is designed to entitle all learners to develop their knowledge, skills, understanding and cultural capital they need to go on to destinations that meet their aspirations and interests.

With this in mind we aim:

- To provide impartial and independent advice for all pupils (Gatsby Benchmark 1 - 8)
- To contribute to strategies for raising achievement, especially by increasing motivation, attitude to learning and attendance (Gatsby 3)
- To support inclusion, challenge stereotyping and promote equality of opportunity (Gatsby 3,4)
- To encourage participation in continued learning including higher education, further education and apprenticeships (Gatsby 7,8)
- To develop enterprise and employment skills (Gatsby 2,3)
- To provide relevant information and understanding of the wide range of pathways and qualifications available to ensure students make the right choices regarding their post 16 / 18 options and hence reduce 'drop out' from and 'course switching' in education and training (Gatsby 3,5,6,7,8)
- To contribute to the economic prosperity of individuals and communities (Gatsby 2,5,7)
- To meet the needs of all our pupils through appropriate differentiation (Gatsby 3)
- To focus students on their future aspirations and opportunities (Gatsby 3,4,8)
- To involve parents and carers (Gatsby 1,2,5,6,7)
- To support the raising of the participation age and assist with positive destinations for all pupils post 16, 17 and 18 (Gatsby 1,4,8)
- To meet the needs of our current cohort of students across each year group (Gatsby 1,3)
- To use current LMI to enable students, staff and parents to engage actively with local and national CEIAG information so that they can increase their knowledge and understanding about the world of work. (Gatsby 1,2,3)
- To use student's parents, staff feedback to reflect on our current provision in order to develop our future CEIAG programme (Gatsby 1,2,3)

- To provide additional support to specific vulnerable groups such as SEND and pupil premium (Gatsby 1-8)
- All stakeholders have a clear understanding of CEIAG and rationale and vision (Gatsby 1)
- To monitor and evaluate current provision in order to ensure our programme is quality assured in line with other curriculum areas (Gatsby 1)
- To share best practice with others at network events to ensure reflection and development of own programme (Gatsby 1)
- To ensure all students actively engage with a CEIAG tracking platform to support them in making informed choices about their Career development plan (Gatsby 1,2,3)
- To achieve / work towards a Quality in Careers award in recognition of all that our academy offers (Gatsby 1) Implementation

Our programme is taught via bespoke activities, subject curriculum and extracurricular activities, and a wide range of enrichment activities. CEIAG is delivered by a wide range of providers such as our internal Careers Advisor, Skills House West Yorkshire, teachers and support staff, FE Colleges, Universities, visiting speakers, employers and employees. This delivery includes bespoke workshops, assemblies, work visits, work experience, mock interviews, immersion days, careers fairs, step up days and via subject curriculum. Our students are supported and encouraged to explore possible pathways they may take in the future, to ensure they have the very best start in life. Our staff receive regular CPD to support them in embedding employability skills into their subject areas. Our parents can access our academy's website which provides clear links to a range of CEIAG related events and information about local market information (LMI) to UCAS applications to Apprenticeships. Parents are also encouraged to attend our CEIAG information evenings and parents evenings.

Year Group	Cycle 1	Cycle 2	Cycle 3
Year 7	<ul style="list-style-type: none"> • Time for change Gov Exploring career Young People Skills for Careers • Functional skills Questionnaire Future Skills Questionnaire (FSQ) The Careers and Enterprise Company • PSHE • Unifrog • Curriculum Activities • Bradford College visit • Careers Adviser drop ins • Careers drop ins 	<ul style="list-style-type: none"> • National Apprenticeship Week 9-15 February • National Careers week 2-7 March • Curriculum Activities • Unifrog • Time for change Gov Exploring career Young People Skills for Careers • Careers adviser drop ins • Careers drop ins 	<ul style="list-style-type: none"> • Time for change Gov Exploring career Young People Skills for Careers • Careers Fair • Unifrog • Curriculum Activities • Teacher Encounters: Inspiring the future webinars • Careers adviser drop ins • Careers drop ins
Year 8	<ul style="list-style-type: none"> • Time for change Gov Exploring career Young People Skills for Careers • Functional skills Questionnaire Future Skills Questionnaire (FSQ) The Careers and Enterprise Company • PSHE • Unifrog • Curriculum Activities • Craven College visit • Careers Adviser drop ins • Careers drop ins 	<ul style="list-style-type: none"> • National Apprenticeship Week 9-15 February • National Careers week 2-7 March • Curriculum Activities • Unifrog • Careers panels • Go Higher West Yorkshire Student & Learners - Go Higher West Yorkshire • Careers adviser drop ins • Careers drop ins 	<ul style="list-style-type: none"> • Careers Fair • Unifrog • Curriculum Activities • Beyond Horizons - future careers • Go Higher West Yorkshire Student & Learners - Go Higher West Yorkshire • Careers adviser drop ins • Careers drop ins
Year 9	<ul style="list-style-type: none"> • Careers advisor visit CTMC • Time for change Gov Exploring career Young People Skills for Careers • Functional skills Questionnaire Future Skills Questionnaire (FSQ) The Careers and Enterprise Company • PSHE • Unifrog • Curriculum Activities 	<ul style="list-style-type: none"> • National Apprenticeship Week 9-15 February • National Careers week 2-7 March • Curriculum Activities • Unifrog <p>Options</p> <ul style="list-style-type: none"> • Options - advisors and colleges present at open evening 	<ul style="list-style-type: none"> • Careers Fair • Unifrog • Curriculum activities • Girls out Loud Homepage - Girls Out Loud • Raising Aspirations - Think and Go higher programme • Speak up Outreach programme (males on FSM)

	<ul style="list-style-type: none"> • Shipley College visit • Girls out Loud Homepage - Girls Out Loud • Raising Aspirations - Think and Go higher programme • Speak up Outreach programme (males on FSM) • Careers Adviser drop ins • Careers drop ins 	<ul style="list-style-type: none"> • Careers Uncovered (2027)+ • HE uncovered • Girls out Loud Homepage - Girls Out Loud • Raising Aspirations - Think and Go higher programme • Speak up Outreach programme (males on FSM) • Careers Adviser drop ins • Careers drop ins • Raising aspirations 	<ul style="list-style-type: none"> • Careers Adviser drop ins • Careers drop ins
Year 10	<ul style="list-style-type: none"> • 1-1 Guidance Interviews SEND • Careers Advisor visit CTMC • Time for change Gov Exploring career Young People Skills for Careers • Functional skills Questionnaire Future Skills Questionnaire (FSQ) The Careers and Enterprise Company • Raising Aspirations - Think and Go higher programme • PSHE check with DHT lead • Unifrog • Curriculum activities • Keighley College visit • SEND trip to Shipley College • Girls out Loud Homepage - Girls Out Loud • Careers Adviser at EHCP annual reviews • YBS visit • Health and Social Care visits • Engineering visits 	<ul style="list-style-type: none"> • 1-1 Guidance Interviews SEND/TAC • National Apprenticeship Week 9-15 February • National Careers week 2-7 March • Unifrog • Curriculum activities • Careers uncovered • HE uncovered • Raising Aspirations - Think and Go higher programme • Go Higher West Yorkshire Student & Learners - Go Higher West Yorkshire • Future Goals Your education and career journey • PSHE check with DHT lead • Careers adviser at EHCP annual reviews • Careers adviser drop ins • Careers drop ins 	<ul style="list-style-type: none"> • Careers Fair • Unifrog • Curriculum activities • 1-1 guidance interviews PP • Mock interviews • Post 16 Fair • Go Higher West Yorkshire Student & Learners - Go Higher West Yorkshire • Future Goals Your education and career journey • Careers adviser drop ins • Careers drop ins • PSHE check with DHT lead

	<ul style="list-style-type: none"> • Careers adviser drop ins • Careers drop ins 		
Year 11	<ul style="list-style-type: none"> • 1-1 Careers Guidance interviews SEND/PP/TAC first • Careers adviser visit CTMC • Careers adviser at EHCP annual reviews • Exhibitors at Year 11 progress evening • College assemblies • Post 16 careers fair • Taster days • Local college/Sixth Form visits to school • SEND organised trips to local colleges and sixth form • Careers adviser at EHCP annual reviews • Careers adviser drop ins • Careers drop ins 	<ul style="list-style-type: none"> • 1-1 Careers Guidance interviews • National Apprenticeship Week 9-15 February • National Careers week 2-7 March • Sixth Form/College taster sessions – check dates with Emma • Careers adviser at EHCP annual reviews • Careers adviser drop ins • Careers drop ins 	<ul style="list-style-type: none"> • 1-1 Careers Guidance Interviews • Careers Advisor at EHCP annual reviews • Careers Adviser Drop ins • Careers Drop ins
Year 12	<ul style="list-style-type: none"> • Unifrog • Reach for excellence – assembly from Leeds University • Cambridge University HE + talk • Launch of EPQ • Next Gen Leaders – cycle 1 <p>Go Higher West Yorkshire Student & Learners - Go Higher West Yorkshire</p>	<ul style="list-style-type: none"> • Careers appointments in school • Next Gen Leaders – cycle 2 • Social Mobility launch assembly • DofE launch • Go Higher West Yorkshire Student & Learners - Go Higher West Yorkshire • Smart Futures – paid work experience for year 12 	<ul style="list-style-type: none"> • University trip • Mock interview day • UK University and Apprenticeship Fair • Next Gen Leaders • UCAS Launch • Work experience week • Tax assembly • SPRUCE
Year 13	<ul style="list-style-type: none"> • Bradford University – Personal statement workshop (assembly) • Bradford University – Student Finance workshop (assembly) 	<ul style="list-style-type: none"> • Apprenticeship focus group- Fri Tutor & drop ins 	<ul style="list-style-type: none"> • Apprenticeship focus group- Fri Tutor & drop ins

	<ul style="list-style-type: none"> • Bradford University – choosing a course/uni workshop (assembly) • Apprenticeship focus group – Fri tutor and drop ins • UCAS application assistance • Training for • Dentistry/Medicine/Oxbridge UCAS applications 		
Staff	<p>Inspiring the futures</p> <p>Webinars enabling staff to be up to date on careers in their subject areas. - About - Inspiring The Future Webinars for staff - Inspiring The Future</p> <p>Careers and enterprise</p> <p>Expertise/free training programme for career leads, teachers, SENDCo and governors.</p> <p>Career Thread</p> <p>Manage work experience - CareerThread Your Complete Employer Events Platform.</p> <p>Bradford producing hub</p> <p>Bradford 2025 and Bradford Producing Hub teamed up to deliver free sessions and talks in schools and colleges to inspire students to explore different Creative Industries and Career Pathways. Bradford Producing Hub</p> <p>Labour Marketing Information</p> <p>Annual CPD on LMI, Careers in Curriculum ideas /implementation, Beckfoot Oakbank offer, Careers and Enterprise Staff CPD Labour market - Go Higher West Yorkshire</p>		

Possible events

- Visits to Universities (Gatsby 1,3,7)
- Visits to FE College (Gatsby 1,3,7)
- PSHCE / CEIAG in curriculum (Gatsby 1,2,3,4)
- Bradford Producing hub visits (Gatsby 1,2,3,5)
- Career sector assemblies (Gatsby 1,2,3,5)
- Access to Unifrog to support students creating in individual Career Development Plan (Gatsby 1, 2, 3)
- Industry insight days (Gatsby 1,2,3,4,5,6)
- Aspiration audit using Functional Skills Questionnaire (?) (Gatsby 1,3,8)
- Careers fair (Gatsby 1,2,3,5,7,8)
- FE / HE fairs (Gatsby 1,3,7,8)
- External providers ie Enterprise days / Careers and Enterprise Work experience days (Gatsby 1,2,3,5)
- Career panels (Gatsby 1,2,3,5)
- Career insight visits (Gatsby 1,2,3,5)
- Subject related “Do Nows / Starter” or Assembly during National Career Week (Gatsby 1,2,3,4)
- Subject related “ Do Nows / Starter” or Assembly during National Apprenticeship Week (Gatsby 1,2,3,4)
- Y9 Career events preparation for options ie Career information evening (Gatsby 1,3,7)
- Apprenticeship assembly / workshops (Gatsby 1,2,3,5)
- LMI assembly / PSHCE / workshops (Gatsby 1,2,4)
- Workplace visits (all years) (Gatsby 1,2,3,5,6)
- Employer mentoring (Gatsby 1,3,5)
- Y10 works place visit / experience (Gatsby 1,2,3,5,6)
- CEIAG enrichment days / weeks (Gatsby 1,2,3,4, 5,6)
- 1 - 1 interviews with Careers Advisor (Gatsby 1,3,8)
- Sixth form open evening (Gatsby 1,2,3,5,7)
- Sixth form taster days
- Curriculum links to employers (Gatsby 1,2,3,4,5,6)
- Motivational speakers (Gatsby 1,2,3,5)
- Targeted motivational speakers ie challenging stereotypes / SEND (Gatsby 1,2,3,4,5)
- STEM activities (Gatsby 1,2,3,4,5,6)
- STEM focus in National Science Week (Gatsby 1,2,3,4,5,6)
- SEND / vulnerable groups additional support / projects (Gatsby 1,2,3,4,5,6)
- Mock interviews (Gatsby 1,3,5)
- CV / job application preparation (Gatsby 1,2, 3,4,5)
- Apprenticeship Application Support and advise
- Staff LMI / Apprenticeship CPD (Gatsby 1,2,3)
- Curriculum mapping (Gatsby 1,2,3,4) SEND and other vulnerable groups

All CEIAG opportunities are fully inclusive and are designed to engage with all students. However, embedded within our programme are additional events / activities to support our students with SEND

- A series of 1 - 1 interviews , parents invited, support assistant available (Gatsby 1,3)
- Preparing for the world of work workshops (Gatsby 1,2,3)
- Shaping Your future one hour sessions delivered by SHWY (Gatsby 1,3,4,8)
- Structured KS4 transition programme in post 16 ie taster sessions / days, mentoring (Gatsby 1,2,3)
- Focused enterprise activity sessions / Careers and Enterprise Work experience days (Gatsby 1,2,3,4)
- Structured mock interviews (Gatsby 1,2,3, 5,7)
- Supported work experience (Gatsby 1,2,3,5,6)
- Appropriate KS4 pathways available in curriculum (Gatsby 1,3,4)
- Work shadowing (Gatsby 1,2,3,5,6)
- Partnerships with employers with a diverse workforce/ YBS events(Gatsby 1,3, 5)
- Careers Advisor present at EHCP annual review in KS4 (Gatsby 1,3,8)

To ensure Staff are kept up to date on careers information

- Annual update on LMI (Gatsby 1,3,4,5)
- Annual feedback on Compass (Gatsby 1)
- Directed time to develop CEIAG in the curriculum (Gatsby 1,2,3,4,5,7)
- PSHCE curriculum review (Gatsby 1,2,3,4)
- Careers Leads in Each Department providing guidance and information about possible activities to link to trips ie visiting a local subject related business (Gatsby 1,2,3,4)

Impact

Measuring the impact of the CEIAG programme ensure it is developed annually and helps us know we are making a difference to ensure the pupils lead happy and successful lives. Oakbank value quantitative and qualitative feedback from all stakeholders and ensure our evaluations lead to change / amendments in our future planning. We undertake internal and external quality assurance to ensure our intent and implementation is in-line with our expectations. We measure impact in the following ways:

- Positive destinations data for all
- Tracking of Compass over time
- Tracking of Functional Skills Questionnaire
- Reduced NEET figures over time
- Feedback and evaluation for all events, both quantitative and qualitative
- Increase in attendance / reduction in PA over time
- Reduction in behaviour incidents including Ftex / P ex over time

- Increase in A2L data
- Increase in progress / attainment over time
- Progress and achievement data over time with reference to vulnerable groups ie SEND
- Reviewing progression data over time ie take up of Apprenticeships, entry into FE with reference to vulnerable groups ie SEND
- Development of employability skills after key events
- Increasing Employer engagement with the school and CTMC
- Positive parental feedback at school events

Destination Data

Destination Data for 2025				
Post 16 education	Employment	Training	NEET	Unknown
97.4%	1.1%	0.7%	1.1%	

Post 18 education	University	Apprenticeship	**	
91.2%	86.8%	1.5%		

Useful websites

- Local colleges - vocational courses:
<https://eur03.safelinks.protection.outlook.com/GetUrlReputation>

Local colleges – 6th form

- Keighley College
- Craven College
- Shipley College
- Bradford College

Apprenticeships

- <https://www.gov.uk/apply-apprenticeship>
- <https://www.ucas.com/apprenticeships-in-the-uk>

- <https://www.apprenticeships.gov.uk/>
- <https://www.prospects.ac.uk/jobs-and-work-experience/apprenticeships>
- <https://allaboutapprenticeships.co.uk/>
- <https://amazingapprenticeships.com/>
- <https://careerfinder.ucas.com/jobs/apprenticeship/>

Careers Games

- <https://panjango.com/pages/panjango-online>
- <https://icould.com/buzz-quiz/>
- Which Animal Are You? In under five minutes, discover: your strengths and what makes you tick / what you're like as a boyfriend or girlfriend / which celebrities share your personality type. There are 16 possible results, each connected to an animal

Online platforms

- www.startprofile.com
- www.unifrog.org
- www.cascaid.co.uk/xello/
- www.grofar.com

Labour

- <https://www.lmiforall.org.uk/>
- <https://futuregoals.co.uk/careerstarters/>
- [Skills](#) Future goals website: West Yorkshire Combined Authority provides careers inspiration to help pupils / parents make decisions about next steps. Current sectors with jobs in the local area are Manufacturing and Engineering and Health and Social Care. In the wider area (Bradford and Leeds) the local market information site indicates jobs in Creative Industries, Digital, Construction and Professional services.
- www.futuregoals.co.uk/remot

Approved by	Last reviewed	Next review
Maria Humpherson Careers Lead Date: **		
Approved by Headteacher Chris Ray Signed: Dated: Approved by: Governor ** Signed: Dated:		