

Careers Policy

Intent

At Wisbech School, our values mean we have the highest expectation of our pupils and their potential. We recognise that Careers Education, Information, Advice and Guidance (CEIAG) makes a significant contribution to preparing our students to take their place as suitably qualified and responsible adults within society, who can make informed choices and achieve personal and economic wellbeing throughout their lives. CEIAG will enable Wisbech School pupils to develop key employability and enterprise skills which are highly valued by employers, colleges, universities and apprenticeship providers.

CEIAG at Wisbech School will:

- Provide a planned programme of activities to which all students from Years 8-11 are entitled
- Help them to plan and manage their careers
- Provide information, advice and guidance (IAG) which is impartial, unbiased and is based on the pupils' needs
- Follow best practice guidance from the careers profession and other expert bodies
- Work in partnership with the outside providers to ensure all students access education, employment or training after KS4
- Aim to provide inspiration and aspiration as well as advice about Local Market information

Implementation

Wisbech School provides comprehensive Career, Enterprise, Information, Advice and Guidance (CEIAG) programme. Students can expect to receive the following:

From Key Stage 3:

- Identifying own strengths, interests, skills and qualities in relation of their value to future employability
- Different work roles and career pathways.
- Evaluation of employability skills needed.
- Explore different types of careers and pathways
- Qualifications and skills needed for different careers
- Evaluate own strengths, interests, skills and qualities relate to future employability
- Careers Trips
- Careers Carousel at Wisbech School

In addition to the above, Key Stage 4:

- Learning about 21st century employment

- Range of careers opportunities open to students post 16
- Interview technique to prepare for work experience
- Attitudes and values in relation to work and enterprise
- Work experience week
- Mock interviews
- One to one careers guidance
- An introduction to the post 16 application process
- Support with Apprenticeship applications

All students will have access to, and support with using careers information that is:

- Easy to find and available at convenient times and in convenient locations including via the internet
- Clearly labelled and referenced
- Comprehensive, giving details of all progression, opportunities and associated support arrangements such as financial help
- Unbiased and up-to-date

Via

- Careers displays
- Library and careers office
- ICT
- Assemblies
- Interviews
- Links with local businesses

All students have access to individual career guidance, as and when needed.

Education and apprenticeship providers are also invited to speak to the students, either as a whole group or as small targeted groups.

Impact

We are keen to measure the effectiveness and impact of our careers programme at Wisbech School, and this is done in a number of ways including student destination data and surveys. We are keen to gain feedback from a range of stakeholders including parents, students, teachers and employers. If you would like to give us feedback about our careers programme, please get in touch using the contacts below:

Carrie.galbraith@cambiagroup.com

Tawanda.madhlange@cambiagroup.com

Additional Resources

In addition to national resources, the school recognises the importance of connecting pupils with local career pathways. As such, we signpost Norfolk pupils to trusted local sources such as *HelpYouChoose*, *New Anglia LEP Careers Hub*, and *Norfolk County Council's employment support services*. These resources provide region-specific opportunities, guidance, and information to help pupils make informed decisions about their future.

Suggested Career Links for Norfolk Pupils:

- Help You Choose
<https://www.helpyouchoose.org>
The official careers and post-16 options website for young people in Norfolk. Includes information on sixth forms, apprenticeships, college courses, and local events.
- Norfolk County Council – Careers and Employment Support
<https://www.norfolk.gov.uk/jobs-training-and-volunteering>
Provides resources for NEET (Not in Education, Employment or Training) prevention and advice for young people transitioning to work or further education.
- The Prince's Trust – Norfolk Programmes
<https://www.princes-trust.org.uk>
Supports young people aged 11–30 with Programmes in confidence-building, CV writing, job hunting, and setting up businesses—many of which operate across Norfolk.
- New Anglia Local Enterprise Partnership – Careers Hub
<https://newanglia.co.uk/skills/>
Connects schools and employers across Norfolk and Suffolk to improve careers provision and raise aspirations. Offers information about local job sectors and skills needs.
- Norfolk Chamber of Commerce – Young Chamber Initiative
<https://www.norfolkchamber.co.uk>
Offers networking events, employer talks, and work experience opportunities with Norfolk-based businesses.