

**CEIAG Case Study:
The Judd School**

The School

The Judd School is a high achieving grammar school in Kent, with outstanding academic, HE and employment outcomes. It employs a full-time Careers & Higher Education Adviser, Linda Thomas, who is also responsible for work related learning.

The school contracts with an independent external careers adviser to provide impartial careers advice to students. For further detail see the Careers pages at <http://frog.judd.kent.sch.uk/index.phtml?d90714>.

Careers Education, Information, Advice and Guidance (CEIAG)

The Judd School's Head, Governors and SMT take a strategic view of CEIAG, aiming for the highest possible standards and outcomes. Linda Thomas constantly benchmarks provision. Firm commitment to pastoral care and equality feeds into the CEIAG provision.

The Careers Department is accessible to all students throughout the school day. Advice and guidance is available upon request from the Careers and Higher Education Adviser who is in full-time attendance. The school also secures the services from an independent Careers Adviser who is available by appointment. All years are encouraged to visit the Careers Library, especially when choosing GCSE and A Level options and when choosing universities or further study.

A high quality CE programme for Years 7-13 is delivered by Linda Thomas involving employers, former pupils, independent careers professionals and others. There is a dedicated Careers PSHE programme for Years 10 and 11 designed to inform and raise aspirations.

The Careers PSHE programme includes:

- Encouragement in using the school's careers library
- An understanding of current LMI is included into talks and PSHE sessions including topics such as what jobs and employability skills employers are looking for, which industries and sectors are currently growing or likely to grow in the future and the importance of developing new businesses ideas and keeping skills up to date.
- The 'Morrisby Profile' is offered to Year 10 students and CASCAiD 'Launchpad' is used by younger students to explore future options.
- A biennial Careers Evening in which outside speakers give presentations on their chosen careers which is open to all student from Y9-Y13.
- 6th Form Practice Interviews which take place at the end of Y12 to help prepare students for forthcoming university or job interviews.

- A series of 6th Form talks in which universities and representatives from industry and commerce give presentations and advice.
- Careers Guidance Interviews.
- Year 12 Work Experience

All students have access to independent career guidance. This is specifically provided to students identified as vulnerable or otherwise in need, and to those requesting it. Those needing further support are given extra appointments to meet their needs and achieve good outcomes. The advice is provided by an independent careers consultant who also works in two other schools, and who has Level 6 QCG, BPS and teaching qualifications.

The school involves families and carers by inviting them to and involving them in Careers events, such as the Careers/HE Evenings. All students in Years 9-13 have the chance to attend these, and to book to hear three talks given by professionals in careers/fields of interest to them. This ensures that all students have the chance to listen to and meet representatives industry and the professions, including medicine, law, media, veterinary, engineering, civil service, finance, technology and creative industries.

Parents are welcome to attend both in their professional or parental capacity as presenters. Sixth Form parents receive a regular Careers Opportunities newsletter. The school also involves parents and past pupils in providing Mock Interview Days and work experience.

Staff have careers-related training needs identified and met. Linda Thomas attends CPD events run by universities, employers, government and the local CEIAG network, keeping up to date with legal, educational and employment market developments, as does the school's independent careers adviser.

External liaison

Linda Thomas works with local and national partners and agencies, such as universities and FE institutions, the LA, and the EBP. She has strong links with local and national employers, whom she invites in to speak and to whom she sends students for work experience and future employment. Input is welcomed from both employers and parents.

The school runs a work experience scheme in Year 12 but also encourages students to undertake other activities, such as mentoring younger students, volunteering in the community on a regular basis and attending taster days, courses, workshops, lectures and other events.

The school also recognises that employers are looking for both academic achievement and employability skills. As work experience is increasingly important for entering employment, students are helped with CVs, finding and approaching employers, using LinkedIn and other means to make contacts and an employment-related profile. The school is aware that relevant work experience provides an understanding of the skills needed in particular careers, and of the dedication and motivation required to succeed in the global community.

Strategic Benefits

- The well-being and best interests of students are the school's drivers for designing CEIAG provision. The aim is that students will be inspired, motivated, and then enabled

to reach their full potential, both academically and in all other important areas of personal development.

- Students are supported with high quality information and advice about opportunities and how to achieve their goals in tertiary education and employment, ensuring the best possible fit between students' abilities, interests and priorities, and their eventual career paths.
- This approach has a huge impact on outcomes for Judd students: they regularly gain a larger number of places at selective universities than similar schools with less developed CEIAG provision. Judd students also have similarly strong Post 18 employment outcomes.
- Judd's approach thereby contributes to the wider social agenda of: maintaining fair access to HE and the professions; identifying and supporting those who wish to follow a vocational path into employment (thereby saving potentially wasted educational and personal costs); and facilitating a close match between employers' needs and what students can offer them.

Key Principles

The importance of good preparation and the gaining of essential skills for the workplace is key to the Judd ethos, so that every student leaves school equipped with the appropriate knowledge and qualifications to progress to the next stage of their lives.

Quality

Provision is monitored, evaluated and measured through external benchmarking. Looking to the future, a key issue will be how to secure further funding for careers work in order to work towards the attainment of a CEIAG quality award.

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