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CEIAG Case Study:

Crookhorn College

## The School

Crookhorn College is an 11-16 comprehensive school located in Waterlooville, Hampshire with approximately 760 students on roll.

The College was successfully re assessed in July 2017 by the CSW Group's Investor in Careers team as the Licensed Awarding Body for Quality in Careers and now holds the **Quality in Careers Standard**.

The ethos of the college is underpinned by the four cornerstones: *Respect, Commitment, Responsibility and Achievement*. The college motto is "*Enterprise and Learning*" because personal endeavour underpins life at the college. Every student is encouraged and motivated to achieve their potential, developing skills and aptitudes so that they can live a productive and fulfilling life.

The college is not just about examination results, which are "*very good*", but also about developing the individual, instilling community values and providing opportunities for each student to grow as a person.

At the heart of Crookhorn College is the House system with its emphasis on working together and developing healthy interests and attitudes.

## **Career Education, Information, Advice and Guidance (CEIAG)**

The college's careers programme is based on students developing skills in three key areas: self-development, career exploration, and career management. This is delivered through aspects of the curriculum, such as a PSHE programme, as well as with the support of other subjects, local businesses and institutions, and career drop-in sessions to encourage Life Long Learning.

The Personal Development Learning Manager is a non-teaching member of staff, who is qualified to the level of a Masters in Careers Education, Development & Guidance, and has responsibility for careers education within PSHE, work experience and enterprise. They have also enrolled on the Teach First Careers and Employability Leadership programme. This ensures the delivery of a well-balanced and varied personal development curriculum for students under pinned by a clear and comprehensive strategic plan.

The college has arranged the services of a careers adviser from Hampshire Futures, two days per week, to assist with careers advice provision within the school for all students. Alongside this, the Hampshire Careers and Employability Service also contributes to the careers programme at the college.

Since the previous Quality Award assessment in 2014 there have been developments in the accessing of IT systems by the Hampshire Futures Adviser and the use of ICT based resources including Career Companion. The careers interview room and display boards have up to date information.

Year 9 students take part in the 'Real Game', which gets them to think about personal finance and budgeting and for Year 8 students, taster sessions for different subjects have been introduced as part of Year 8 options, alongside business enterprise days.

The college organises a two-week work experience programme for Year 10 students and also encourages visits to local colleges and higher education institutions.

Then during Year 11, students take part in a series of events aimed at supporting their post-16 options, including a mock interview day with the support of local employers.

The college is piloting a programme of cross-curricular action to strengthen the education options that subjects can offer, for example STEM subjects and English. Alongside this, the role of alumni has been highlighted as an important support to CEIAG.

## Engaging Employers

Employer engagement plays a key role in the careers and work-related learning programme at Crookhorn, as does partnerships with higher education establishments, such as the University of Chichester and the University of Portsmouth.

Without support from local businesses, the college would not be able to run activities such as Skills for Life Day (Year 9), Mock Interview Day (Year 11) and work experience programmes.

Taster sessions for Year 8 students have been introduced as a direct result of a request from the student council.

During the College's Skills for Life Day Year 9 students spend the day working with representatives from local businesses on a series of tasks designed to raise awareness and develop employability skills. Students also interview business visiting representatives to find out more about their careers and route through education, training and employment.

## CEIAG Quality

The previously-named *Investor in Careers Award* had been held continuously by Crookhorn College since 1998.

When the College was re-accredited against the national Quality in Careers Standard in 2017, the assessor noted:

*Areas for development since the 2014 assessment have been actioned and there was clear evidence of continuous improvement and student involvement in developments. The curriculum mapping activity carried out by the Personal Development Learning Manager identified a development area for embedded cross curricular activity in the CEIAG programme which is being developed through a pilot with two subject areas. In summary the assessor stated:*

*"I was very impressed by the school's approach to the assessment and in their strategic and thoughtful approach to CEIAG in general." (Quality in Careers liC Assessor 2017)*

Along with the internal monitoring and evaluation measures built in to the review process for the CEIAG department, the external assessment process by the Investor in Careers team provides a robust system that encourages continual development.

Investor in Careers (CSW Group) is a Licensed Awarding Body for the single national Quality in Careers Standard.

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