



Quality in Careers >>>>

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CEIAG Case Study:

IMMANUEL COLLEGE, BRADFORD, WEST YORKSHIRE

The School

Immanuel College is a mixed Church of England Secondary School and sixth form in Bradford, part of the Bradford Diocesan Academies Trust. It currently has 1475 students on roll.

The school has a Christian Ethos and the value statements are *'Perseverance, Character and Hope'*.

The catchment incorporates a deprived area and families who do not come from a background of education and work, so the College sees its role as ensuring it raises aspirations and enables students to have successful careers.

Career Education, Information, Advice and Guidance (CEIAG)

Immanuel College was awarded the Quality in Careers Standard in January 2019 (accredited by C&K Careers as the Licensed Awarding Body) and was commended for *"demonstrating a holistic and strategic approach to managing the quality of its CEIAG provision."*

The Quality in Careers assessor was particularly impressed with the way that the careers leader *'has taken provision from strength to strength and has used the Gatsby Benchmarks and the Quality in Careers Standard as a means to pull together all the various strands of CEIAG into a cohesive whole.'*

There is a structured careers programme delivered in PSHCE from year 7. This follows the PSHCE association guidelines and is linked to the 17 learning outcomes from the Career Development Institute's framework for careers, employability and enterprise education. There is a CEIAG mapping document which makes it very clear how the programme is delivered, with a growth mindset also embedded.

Immanuel College delivers a wealth of excellent and varied activities to raise aspirations and support transition. This has included careers fairs, 'Skills for Work' Days, mock interviews, a 'Commit to Confidence' day, various trips to apprenticeship fairs, universities and employers and Higher Level Apprenticeship workshops.

A range of additional activities solely focuses on STEM including work with the Engineering Development Trust on various challenges as well as employer visits, Women into Science activities and STEM workshops and conferences.

Every week the school introduces a '*Career of the Week*' which involves a presentation covering a specific job role including qualifications needed, skills, pay and useful video links such as '*icould*'. This is an innovative approach which raises aspirations and awareness of a wide variety of possible careers.

Immanuel College contracts with an external careers guidance service. The school includes the Careers Adviser in its wider CEIAG team and values their contribution.

The Head Teacher and Governors are keen to provide all students with access to impartial CEIAG and ensure the Year 11 cohort are offered at least one careers interview during the academic year. Careers guidance is offered to all 6th Form students.

Measuring the impact

Immanuel College has clear objectives for encounters with education providers, employers and employees and there is a thorough overall plan for Enterprise and IAG, linked well to aspirational mindsets.

The school's strategic approach is supported by a CEIAG map which outlines all the CEIAG activities from year 7 through to post 16, their success criteria and how they link to the Gatsby Benchmarks. It also incorporates details of the PSHCE programme from year 7 to year 11 and is used as an action plan to review and evaluate provision.

The school's work-related learning and IAG Action Plan is also reviewed regularly and incorporates the work-related learning offered through Enabling Enterprise, work experience and Growth Mindset.

These key documents provide a cohesive picture of the whole CEIAG programme and are linked to the overall school development and improvement plan. They also provide an explicit evaluation framework for the careers programme which focuses on its impact and effectiveness. This was noted as an example of particularly good practice by the Quality in Careers assessor.

CEIAG Quality

The overall CEIAG programme is well planned and considered with thorough evaluation processes, a strong pastoral system enabling excellent individualised support and effective recording and tracking systems.

The school has forged close links with the Careers & Enterprise Company and uses the Compass self-assessment tool to regularly self-evaluate its CEIAG provision. The Careers Lead has developed a strong working partnership with the Enterprise Adviser from PWC resulting in effective employer-led contacts.

Destinations data is analysed particularly regarding targeted groups to support social mobility. NEET figures are lower than the Bradford average and progression at 18 is 'good' - with an increasing number of students from Immanuel College being the first generation of their family achieving a university place, some accessing Russell group universities and some also taking Oxbridge entrance.

The Careers Leader has the full backing of the senior leadership team and Governors to continuously evaluate and develop the careers programme.

During his CEIAG presentation to the full Governing Body, the Head of the Trust commended him on how he has '*transformed CEIAG at college.*'

Having achieved the national **Quality in Careers Standard in 2019**, Immanuel College is keen to continue developing its CEIAG provision and building on its innovative practice.

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(p) March 2020

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