



QUALITY IN CAREERS WEBSITE ©

CEIAG Case Study: The Boswells School, Chelmsford, Essex

The School

The Boswells School is an extremely popular, academically successful, over-subscribed 11-18 school in Chelmsford, Essex.

It has an exciting, dynamic and forward-thinking school community, whose sole focus is the success of each of its students. This school is extremely proud of its academic success and has a deserved reputation as an excellent school. The school's innovative approaches to teaching and learning ensure that more students than ever are achieving high levels of academic success.

The school's aim is 'to provide a truly outstanding education for all their students'. To achieve this, every member of the school community adheres to those values that are fundamental to the success of The Boswells School:

- High quality teaching and learning: the school believes that great teaching and learning should take place in every lesson.
- Exemplary Behaviour: the school has the highest expectations of their students and rewards hard work and effort. Students take pride in being part of the community and are polite, courteous, and dedicated.
- High Achievement: the school believes students, regardless of their ability, should make excellent progress. The school's rigorous and detailed tracking systems allow the school to ensure that all students fulfil their full potential.
- Aspiration: the school believes that all students should be given the opportunity to follow a career pathway that is relevant to them after The Boswells School. The school expects all their students to aspire to excellent academic achievement, regardless of ability.

- Personalised Curriculum: the school believes in the importance of helping their students achieve their future ambitions through a curriculum pathway that suits their individual beliefs.

Career Education, Information, Advice and Guidance (CEIAG)

The CEIAG team consists of Mr Stephen Mansell (Headteacher and CEIAG Lead), Mrs Paula Page (Careers Adviser), Mrs Amanda Whitehead (Director of Sixth Form), Mr Darren Grafham (Careers Enterprise Adviser), Careers Governors, Teaching Staff and Support Staff.

The aim of Careers Education and Guidance at The Boswells School is to give every student the best preparation for transition to their future careers, further education, and training. Students will access activities that give them the opportunity to gain the knowledge, skills, attitudes, and attributes required to make informed choices about life after school.

The Boswells School is committed to providing a planned programme of careers education, information, and guidance for all students in Years 7 – 13. The programme in Personal Development includes:

- Year 7 Introduction to the Careers Library, money management
- Year 8 Careers, self-awareness, and the world of work
- Year 9 Option choices, JED psychometric questionnaire,
- Year 10 CV, covering letter, mock interview, work experience preparation.
- Year 11 Careers and awareness of options for next steps
- Sixth Form Using UCAS, searching for apprenticeships, GAP years

The programme is designed to:

- Prepare students for the opportunities, responsibilities and experiences in future education and the world of work.
- Support students to achieve their goals.
- Empower them to plan and manage their own future.
- Provide comprehensive information on all the options.
- Raise aspirations of all students so that they can achieve their full potential.
- Promote equality, diversity, social mobility, and challenge stereotypes.
- Enable students to sustain employability and achieve personal and economic wellbeing throughout their lives.

The Careers programme is designed to meet the needs of all students at The Boswells School. It is differentiated to ensure progression through activities that are appropriate to students' needs and stages of career learning, planning and development.

Students are entitled to Independent Careers Advice and Guidance that is impartial and confidential. It is integrated into their experience of the whole curriculum, based on a partnership with students and their parents or carers. The Programme promotes

equality of opportunity and inclusion:

- The school engages with Job Centre Plus and Essex Youth Service to provide additional tailored support to students at high risk of NEET. The school has consistently low NEET figures that are below local and national averages.
- CEIAG provision is constantly monitored to ensure the school continues to meet the Gatsby benchmarks and delivers high quality career guidance.
- The school curriculum offers opportunities for students to hear from guest speakers and employers about their careers including in assemblies, workshops, workplace visits, STEM, and careers events.
- The school develops links with local employers and STEM partners at Careers Evening, Speed Networking and Mock Interview Days.

Students at Boswells School have access to a programme of CEIAG and Personal Development including:

- Careers guidance, group or individual interviews with the school Careers Adviser who is a Registered Professional with the Careers Development Institute. All students can arrange individual appointments directly with the adviser and group interviews are organised in conjunction with other staff.
- Access for students to research books, prospectuses, websites, and additional careers information in the Careers Library.
- External visitors, including alumni, to provide assemblies on different careers, apprenticeships, and employment opportunities to all year groups.
- Opportunities to learn about careers and the world of work
- Visits from local colleges and apprenticeship providers
- Develop careers planning and employability skills
- Support with Option choices in Year 9 through assemblies, meeting with careers adviser and 'World at Work' day.
- Work related learning (1 week block placement in Year 10) to gain experience in the world of work).
- Action planning using training or employment.
- Support in producing a CV and covering letter leading to a Mock Interview (Year 10)
- Students in Year 10 - 13 are invited to the Careers Evening that takes place every October.
- Year 12/13 Sixth Form students will receive extensive guidance and support in all aspects of career guidance through a programme of visiting speakers, UCAS guidance / mock and Sixth Form interviews / help in applying for jobs / universities / apprenticeships / GAP years.
- Students to keep an online achievement folder ('Bragfolder') for all careers and work-related learning records to ensure students can continually review their personal development and aspirations.

CEIAG is evaluated and reviewed by Student Voice, parents, and school staff by the regular completion of questionnaires and written and verbal feedback. Recommendations are

acted upon.

Quality Assurance – The Quality in Careers Standard

In March 2020, The Boswells School achieved the national **Quality in Careers Standard** assessed by the awarding body, Cambridgeshire County Council – ‘Investing in Quality’.

The school was commended by the external assessor for the CEIAG programme:

‘Overall, there is highly effective, thorough, and varied careers provision being delivered at The Boswells School. It is well received by both staff and students, partly due to Paula Page being a well-established, proactive, and well qualified (level 6) member of staff within the school and having built up the provision over several years. However, there are other members of staff who provide ‘targeted’ careers work e.g. in the 6th form, SEND team, STEM coordinator and in curriculum areas as part of their role, which supports the wider careers aims and embeds a quality careers programme throughout the school’

The Senior Leadership Team and the careers governor are supportive of the careers work that happens and are receptive to new ideas and opportunities that arise, reflecting the excellent ethos of a whole school approach to careers.

CONTACT

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