



QUALITY IN CAREERS WEBSITE ©

CEIAG Case Study: Luton Sixth Form College

### The School/College

Luton Sixth Form is the oldest sixth form College in the country, and with more than 3,100 students, it's also one of the largest.

Luton is a densely populated town and is ranked as the 70th most deprived local authority in the country. However, although around 80% of our students come from 'disadvantaged' backgrounds, they are certainly not disadvantaged in their growth mindsets and determination to be the very best they can be.

Being consistently Ofsted good or outstanding for the last 20 years has meant that every student gets the best possible teaching and support to go on to university, apprenticeships or employment.

The College offers a wide range of academic and general vocational programme and operate an inclusive admissions policy to a diverse community. The College's lower-than-expected entry requirements and resit options mean that it is the engine of social mobility in Luton. That's why the College is proud to be where diversity flourishes, and resilience and tenacity thrive.

High numbers of students progress to positive destinations. The College's students are not merely taught; they are nurtured, empowered, and encouraged to embrace their unique talents and abilities.

The College's mission is to provide an outstanding education for young people at the College and to work with other local providers to ensure that there are opportunities for all young people in Luton to succeed and achieve.

The College's values lie in the ability to SMILE:

**STUDENTS:** as the focus for the work of everyone in the College

**MUTUAL RESPECT:** caring for and valuing students, staff, governors and the local community

**INTEGRITY:** honesty, working hard, taking personal responsibility and promoting equity and fairness

LEARNING: a passion for learning and its capacity to change lives  
EXCELLENCE: high aspirations, high standards and high achievement

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

Careers learning is delivered by a team of teaching and support staff, including progress coaches who provide careers education through weekly tutorials and subject teachers who embed careers learning within the curriculum. Individual careers guidance meetings are delivered by appropriately qualified careers advisers, ensuring students receive expert and impartial support. The College is a member of the Careers Development Institute (CDI), demonstrating its commitment to high-quality professional standards.

Delivery of the programme is supported by a range of resources, including Kudos AD and other online platforms, which help students explore career pathways, understand labour market information and plan their next steps. Together, this coordinated approach ensures that learners receive consistent, informed and personalised careers education that supports their progression into further study, training or employment.

The College's careers programme is a comprehensive, whole-College approach to careers education, information, advice and guidance that runs throughout the year and is aligned with the Gatsby Benchmarks. It combines structured tutorial delivery, curriculum-based career learning, access to extensive information resources, personalised guidance, and a wide range of employer and higher education encounters to ensure that all learners are supported in preparing for life, further study and employment.

The programme aims to equip students with the knowledge, skills and confidence to make informed decisions about their future, understand the full range of career pathways and labour market opportunities available to them, and successfully progress into higher education, apprenticeships or employment while addressing individual needs through targeted support.

Through participation, learners develop a strong understanding of career options and progression routes, the ability to reflect on their strengths and aspirations, and the skills to set goals, plan effectively and make informed decisions. They also build employability skills such as preparing for recruitment processes, understanding workplace expectations and engaging with employers, while becoming more proactive and independent in seeking information, support and opportunities.

Ultimately, the programme ensures that students leave College with a clear direction for their next steps, the confidence to pursue their chosen pathways and the skills to manage their ongoing career development.

## Student and Parental/Carer voice

Impact from the careers programme is achieved through a structured, progressive and inclusive approach that ensures all learners are actively engaged with high-quality careers education, guidance and experiences throughout their time at College.

The combination of weekly tutorial delivery, embedded curriculum learning, access to up-to-date labour market information, and personalised guidance enables students to continuously develop their knowledge, skills and confidence in relation to career planning.

Regular interactions with employers, universities and training providers, alongside events such as careers fairs, national themed weeks and work experience opportunities, provide meaningful real-world insights that deepen students' understanding of career pathways and expectations.

Tailored support for different groups, including higher education applicants and high-achieving students, ensures that individual needs and aspirations are met effectively. The programme's impact is further strengthened through ongoing careers conversations with staff, access to professional guidance interviews, and the use of digital tools that encourage students to reflect, plan and take ownership of their progression. As a result, learners become more informed, confident and proactive, with clear next steps and the skills required to successfully transition into further study, apprenticeships or employment.

Feedback is gathered through a range of channels, including tutorial activities, careers events, guidance interviews and informal careers conversations with staff, allowing students to reflect on the support they receive and identify areas for further development. Input from parents and carers is also considered through engagement opportunities such as events and communications, helping to align the programme with the expectations and needs of the wider community. This feedback informs the planning, refinement and delivery of careers activities, resources and interventions, ensuring that provision remains student-centred and effectively supports progression outcomes.

## Quality Assurance

The College has held the nationally recognised **Quality in Careers Standard** for over a decade, most recently being re-accredited in March 2025 by the Awarding Body "Investor in Careers". Achieving and maintaining this award is significant, as it provides external validation that the College delivers a high-quality, impartial and student-centred careers programme. It demonstrates that careers provision is fully aligned with the Gatsby Benchmarks and is underpinned by effective practice, continuous improvement and strong ethical principles. This recognition reflects the College's ongoing commitment to ensuring all learners have access to robust careers education, guidance and experiences that support successful progression outcomes.

**Below are extracts from the recent 2025 assessment report:**

- *There is strong evidence that senior leaders and governors are fully committed to developing a strategic direction for CEIAG for the benefit of their students. The College plans are driven by LMI and the needs of the local economy to raise aspirations and employment opportunities for their students.*
- *The College improvement plan is driven by the needs of the Luton 2040 Vision and has explicit links to LMI, and local employment and business needs to improve social mobility.*
- *An extensive range of activities designed to raise student aspiration and increase awareness of post 18 opportunities.*
- *Students articulate well the many career learning opportunities experienced and of the support they have received for their career planning.*
- *The well-planned careers programme of activities provides a range of rich experiences, with a wide range of inputs and delivery methods.*
- *The College is able to draw on the services of committed, experienced and passionate external partners, including Tui and Att10tive.*
- *Students have access to high quality IAG interviews with two College based, appropriately qualified, careers staff.*

**CONTACT DETAILS:**

**M. Asher**

**[CareersTeam@lutonsfc.ac.uk](mailto:CareersTeam@lutonsfc.ac.uk)**

**Tel: 01582 432514**

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