



QUALITY IN CAREERS WEBSITE ©

CEIAG Case Study: Oakham School, Rutland

The School

Oakham School is a large, co-educational, independent boarding and day School for pupils aged 11-18 (UK National Curriculum years 7-13). It is based in the centre of Oakham, a historic market town dating from the Twelfth Century, in Rutland. Rutland is England's smallest county and is largely rural in nature. The School first opened in 1584 and has been co-educational since 1971.

Many students join the School at Sixth Form level. Students are allocated to a House, depending on whether they are day or boarding students; final year students, however, are moved to specialist Houses for both boarding and day students. There is an active School Chaplaincy. As a boarding School, the student body comprises students from across the UK as well as overseas students. On average, about 80% of students are British and around 30 nationalities may be represented by the School's students. The School is proud of its international focus which is likewise reflected in the curriculum.

The School offers both the International Baccalaureate Diploma and A-levels/BTECs for Upper School students, with about one third of students opting for the IB pathway. Those in younger years take GCSEs and IGCSEs.

In addition to these academic options, Oakham School offers a broad-ranging Activities Programme covering co-curricular opportunities and is holistic in its focus, with both academic excellence and outstanding pastoral care featuring in its key strategic objectives.

The Core Values of the School are *"Care, Courage and Contribution"*, and *"Connection"*. All relate to the broader purpose and provision of careers education and guidance, but it is most closely allied to *"Connection"*, with School materials promoting and reiterating the link between current learning and experiences with students' future selves.

Careers Education, Information, Advice and Guidance (CEIAG)

Oakham School is delighted to have had its **Quality in Careers Standard** award reassessed and reaccredited by the Awarding Body - Complete Careers - in May 2026.

The award of the national **Quality in Careers Standard** both provides recognition of the high quality and broad-ranging CEIAG provided for the School's students and reiterates its commitment to development and good practice in this important area.

The School is committed to providing guidance suited to each and every individual student, regardless of their pathway. Oakham's students typically progress to variety of destinations, including universities in both the UK and overseas, degree apprenticeships, gap years and volunteering.

The School organises relevant events, including separate annual Careers and HE Fairs featuring a broad range of representatives, and speakers on a range of topics for both students and parents - in the last year, for example, these have included student finance, the graduate job market and apprenticeships.

Many opportunities are also provided through subject-specific initiatives and the School's Pastoral Curriculum, through which taught lessons on Careers subjects, such as employment law and completing CVs, are delivered.

The School is cognizant of the importance of self-awareness and development in relation to careers education, as set out in the CDI Framework.

The School has a Careers team comprising several specialist staff. The Head of Careers and Progression directly line-manages both the Careers Coordinator and the Work Experience and Apprenticeships Officer; the UCAS Coordinator is a teacher with a timetable allocation for the role and this part of their employment is also line-managed by the Head of Careers and Progression.

The Head of Careers and Progression is Level 7 qualified and the Careers Coordinator is working towards qualification via an apprenticeship delivered by the University of Warwick.

The Head of Careers and Progression is a CDI-registered careers adviser who works with individual students as well as overseeing application processes for universities in the case of final-year students.

The Work Experience and Apprenticeships Officer is responsible for employer engagement, working with both local and national employers to arrange placements, which usually take place in the summer holidays, and to work with individual students applying for jobs and apprenticeships.

Individual guidance meetings with Form 5 (Year 11) students are timetabled in the earlier part of the academic year and 80% are carried out by the Head of Careers and Progression

and the Careers Coordinator. All students can be referred, or self-refer, to the department and drop-in clinics for university application and CV support are also timetabled.

The School has key resources in an up-to-date dedicated area of the Library, and is supported by external agencies, for example those specialising in online work experience opportunities and advice regarding studying abroad.

The Head of Careers and Progression is line-managed by a member of the Senior Leadership Team and provides an annual report to the School's Trustees, allowing both accountability and support of CEIAG provision at the highest level.

Students may make an appointment with a member of the Careers Department at any time in their studies or may be referred by staff or parents. The School also provides support for students who have left within the previous three years.

Specialist taught sessions for students in the GCSE years cover LMI, skills recognition, CVs, application letters and entrepreneurial skills. Students also undertake a psychometric profile to inform individual guidance prior to making GCSE choices and to post-16 choices.

Quality Assurance

The Careers Department has a development plan which incorporates feedback from the **Quality in Careers Standard's** assessor's recommendations as well as topics arising from internal foci in line with School priorities. This is referred to regularly and produced on annual basis. A copy is also appended to the Department's handbook.

The School also makes use of Compass, on a half-termly basis, to assess provision against the Gatsby Benchmarks.

The School provides work experience placements for students as well as support for students and families seeking their own placements, including abroad. The School seeks feedback from students on placements and from employers in the form of a reference, which can then be cited in university or employment references from the School.

Oakham students have been successful in gaining competitive Degree Apprenticeship placements. Destination data is collated and analysed in the summer of each academic year following the release of examination results.

Heads of academic Departments continue to provide specific LMI through their subject provision and the School's overall focus on skills. A subject audit of careers-related provision is completed every two years.

Careers staff undergo a formal appraisal process every two years.

Oakham School has held the **Quality in Careers Standard** for several years, leading to its additional recognition by Complete Careers with its own "Platinum Award" in May 2026 for its long-term commitment to quality assured careers education and guidance.

The School has also received national recognition, being the winner of the 'Student Careers' category in 2025 at the Independent Schools of the Year Award. The linking of CEIAG provision to the School's wider 'Connected Curriculum' (linking academic, pastoral and co-curricular provision) was a key reason given for this achievement.

The School was last inspected by the Independent Schools Inspectorate in January 2024, with the report noting that students are '*well prepared for their next steps*', are supported in making choices about pathways in School and via networking opportunities and that guidance explores students '*personal interests and strengths*', is up-to-date and in line with the Gatsby Benchmarks.

The 2026 report reaccrediting the **Quality in Careers Standard** identified '*leadership and strategic oversight*' as '*significant strengths*', alongside the School's commitment to the sustainability and development of provision. Also praised was the way that the value of '*Connection*' is embedded in practice across the School and '*comprehensive and personalised*' provision for students.

The School is committed to developing its practice and staff in the Careers Department are encouraged to be actively involved in the sharing of good practice with colleagues in equivalent roles in other Schools. Staff regularly attend relevant conferences and university events and reciprocal visits with other schools are arranged.

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