QUALITY IN CAREERS WEBSITE © CEIAG Case Study

Crookhorn College, Hampshire

The College

Crookhorn College is an 11-16 comprehensive school in Waterlooville, Hampshire. The College's ethos is underpinned by its core values of *Respect, Commitment, Responsibility and Achievement*. These values are embedded throughout the curriculum and wider school life, enabling students to develop the knowledge, skills and confidence needed to achieve their potential and make informed decisions about their futures.

The importance placed on students' wider development was recognised during the College's 2024 Ofsted inspection, where Personal Development was judged Outstanding. Inspectors highlighted the College's *"exceptionally strong emphasis on pupils' wider development"* and recognised the extensive opportunities available to students beyond the classroom.

Crookhorn College has held the national **Quality in Careers Standard** for many years through the Licensed Awarding Body "Investor in Careers" and its approach to the national quality assurance framework. This reflects the College's commitment to continuous improvement and the delivery of high-quality Careers Education, Information, Advice and Guidance (CEIAG) that prepares students for successful futures.

Career Education, Information, Advice and Guidance (CEIAG)

CEIAG is an integral part of the College's Personal Development programme and plays a central role in preparing students for future education, training and employment. The programme supports students to develop self-awareness, raise aspirations, understand opportunities and acquire the career management skills needed to navigate an increasingly complex labour market.

CEIAG is led by a highly experienced Careers Leader who holds both the Level 6 Qualification in Careers Guidance and Development and the accredited Careers Leader qualification. Supported by a dedicated Work Experience Coordinator and Careers Administrator, the team delivers a progressive careers programme aligned to the CDI Career Development Framework, the Gatsby Benchmarks and the latest DfE statutory guidance.

The College works closely with Hampshire Futures to provide independent and impartial careers guidance, ensuring students receive personalised support at key transition points.

Students access a range of guidance activities, including one-to-one interviews, group sessions, careers events and targeted intervention programmes. Through these experiences, they are supported to make informed decisions about their next steps and future aspirations.

Unifrog is used as the College's careers platform to record employer encounters, workplace experiences, careers guidance interviews, skills development and future plans. This provides each student with a personalised record of achievement and progression, enabling them to reflect on their development and take increasing ownership of their career journey. The platform also supports quality assurance and allows the College to monitor participation, identify gaps and ensure careers provision meets the needs of all learners.

Careers learning begins in Year 7 and develops progressively throughout Key Stages 3 and 4 through dedicated careers education, curriculum learning, employer engagement and personal development activities. Careers is embedded across the curriculum, helping students understand the relevance of their learning and how skills developed in school connect to future pathways and employment opportunities.

Inclusion and Equity

A defining strength of careers provision at Crookhorn College is its unwavering commitment to inclusion and equity. The College's Inclusion Strategy ensures that every student, regardless of background, ability or circumstance, has access to high-quality careers education, guidance and workplace experiences.

Particular attention is given to supporting students with SEND, those with EHCPs, disadvantaged students, young carers, students with attendance challenges and those at risk of becoming NEET. The Careers Team works collaboratively with the SEND Department, pastoral teams, senior leaders, families and external agencies to identify barriers to progression and provide personalised support.

Targeted interventions include individual careers guidance, bespoke transition planning, supported workplace experiences, employer mentoring, additional encounters with education and training providers, and tailored progression pathways aligned to students' interests, aspirations and needs. Students are encouraged to raise their ambitions and consider the full range of academic, technical and vocational opportunities available to them.

The College carefully tracks participation in careers activities, employer encounters, guidance interviews and destination outcomes. Data is analysed regularly to ensure all groups of students are accessing opportunities equitably and achieving positive outcomes. This proactive approach enables timely intervention, addresses potential gaps and ensures that no student is left behind.

As a result, students who may face additional barriers are supported to make ambitious yet realistic choices and are well prepared to transition successfully into further education, training or employment.

Engaging Employers

Employer engagement is a significant strength of the careers and work-related learning programme at Crookhorn College. Students benefit from a wide range of meaningful encounters with employers, apprenticeship providers, further education colleges, universities, training organisations and alumni, helping them develop a realistic understanding of the opportunities available to them.

A particular area of development has been the expansion of employer encounters and workplace experiences throughout Key Stage 3. By introducing students to the world of work from an early stage, the College helps young people broaden their horizons, challenge stereotypes and understand the relationship between education, skills and employment.

Employer-led workshops, careers fairs, mock interviews, workplace projects, assemblies and curriculum-linked activities provide students with opportunities to engage with professionals from a diverse range of sectors. These experiences help students develop confidence, improve employability skills and gain valuable insight into the expectations of the workplace.

Students also engage regularly with FE colleges, universities and apprenticeship providers, ensuring they understand the full range of progression routes available. Former students play an important role in the programme by sharing their own progression journeys and demonstrating the variety of successful pathways available beyond Crookhorn College.

These activities are complemented by a comprehensive Year 10 work experience programme. Students secure placements across a wide range of employment sectors, enabling them to develop workplace skills, build confidence, explore career interests and gain meaningful first-hand experience of the world of work.

Impact and Quality Assurance

The effectiveness of CEIAG is reviewed through a robust cycle of monitoring, evaluation and continuous improvement. The College uses Compass+, destination tracking, student voice, employer feedback, careers guidance evaluations and the self-review and external assessment processes associated with the **Quality in Careers Standard** to evaluate impact and inform future development.

The College places significant importance on measuring outcomes rather than simply recording participation. Analysis of destination data, student feedback and stakeholder evaluations enables leaders to assess the effectiveness of careers provision and identify areas for further enhancement.

Students report increased confidence in decision-making, a better understanding of career pathways and greater awareness of the skills required for future success. Employers and

education providers consistently provide positive feedback regarding students' engagement, preparedness and professionalism.

The College's inclusive approach, combined with strong employer partnerships and personalised guidance, ensures students are well informed about their options and equipped to make successful transitions. Careers education is not delivered as a series of isolated activities but is embedded within the wider culture of the school. Students are encouraged to reflect on their experiences, recognise their achievements and take increasing responsibility for planning their futures.

Conclusion

Crookhorn College's Outstanding judgement for Personal Development reflects the school's wider commitment to preparing young people for life beyond education. Through a strategically led and fully embedded careers programme, students benefit from high-quality careers education, personalised guidance, meaningful employer engagement and progressive workplace experiences.

Underpinned by a strong commitment to inclusion, equity and continuous improvement, the programme ensures that every student is supported to aspire, achieve and progress. Students leave Crookhorn College with the knowledge, skills, confidence and resilience needed to make informed decisions, manage future transitions and thrive in further education, training and employment.

CONTACT

Donna Martin

Donna.Martin@crookhorn.hants.sch.uk

Careers Leader

Crookhorn College

Tel: 023 9225 1120 ext 261

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