



Saint George Catholic College
Careers Education, Information, Advice and Guidance Policy
2026-2027

Policy owner	Assistant Headteacher and Careers Lead
Careers Lead	Mr James Preston
Careers Adviser	Mrs Roxanne Wharton
Review cycle	Annual
Next review	September 2027

1. Introduction and ethos

Saint George Catholic College is in the Trusteeship of the Roman Catholic Diocese of Portsmouth and is maintained by Southampton City Council. Our careers provision reflects the College mission: 'At Saint George we ASPIRE to become all that God has created us to be'. We aim to ensure that every student is supported to make informed, realistic and aspirational decisions about education, training and employment.

This policy sets out the framework for Careers Education, Information, Advice and Guidance (CEIAG) at Saint George Catholic College. Careers guidance is a whole-school responsibility and is embedded across curriculum, pastoral and enrichment provision.

2. Aims

- Provide a stable, structured and progressive careers programme from Year 7 to Year 11, sequenced appropriately and underpinned by clear learning outcomes.
- Enable students to understand the full range of academic, technical, vocational, apprenticeship and employment pathways.
- Provide independent and impartial careers guidance in the best interests of each student.
- Use up-to-date career and labour market information to support informed decision-making.
- Challenge stereotypes, promote equality of opportunity and raise aspirations for all students.
- Ensure students with SEND, disadvantaged students, students at risk of NEET and other vulnerable groups receive appropriate additional support.
- Provide meaningful encounters with employers, employees, further education, higher education and training providers.
- Provide meaningful experiences of workplaces and support successful transition at age 16.
- Engage parents and carers as partners in students' career development.

3. Statutory and national framework

The College has regard to the Department for Education statutory guidance 'Careers guidance and access for education and training providers' (updated June 2026), the Education Act 1997 as amended, and the provider access legislation. The College uses the updated Gatsby Benchmarks (implemented from the 2025/26 academic year) as its framework for high-quality careers provision.

- Independent careers guidance is provided throughout students' secondary education and is impartial and in students' best interests.
- The published careers programme is accessible to students, parents/carers, staff, employers and other agencies.
- The College publishes a Provider Access Policy Statement setting out arrangements for access by providers of technical education and apprenticeships.
- Progress against the Gatsby Benchmarks is reviewed regularly, with termly self-assessment used to support continuous improvement.

4. The careers programme

The annual Careers Programme and Calendar is published on the College website. It sets out planned provision by year group and identifies key activities, encounters and transition points. The programme is designed to be progressive, with students revisiting careers learning at increasing levels of depth as they move through the College.

4.1 Curriculum and PSHE

Careers learning is incorporated into PSHE and across subject curricula. Subject areas identify relevant career pathways, occupations, employability skills and progression routes, helping students understand how curriculum learning connects to future opportunities.

4.2 Employers and workplaces

Students have regular meaningful encounters with employers and employees from Year 7 onwards. Students also take part in meaningful experiences of workplaces, including the College's two-week Year 10 work-experience programme and other workplace-related visits and activities.

4.3 Further, higher and technical education

Students encounter a broad range of post-16 learning and training providers, including sixth-form colleges, further education colleges, universities, independent training providers and apprenticeship providers. The College ensures technical and apprenticeship routes are presented alongside academic routes.

4.4 Personal guidance

Every student is expected to have at least one personal guidance meeting with an appropriately trained careers adviser by age 16. Additional meetings are scheduled according to individual need, particularly around significant study or career decisions. Students, parents and carers may contact the Careers Team to request further guidance.

5. Access to careers information

- The College careers webpage, including the annual Careers Programme and Calendar and Provider Access Policy Statement.
- Morrisby and other approved digital careers resources.
- Careers displays, assemblies, workshops, fairs, visits and employer/provider events.

- Direct support from the Careers Lead and Careers Adviser.
- Information shared with students and parents/carers through the College's normal communication channels.

6. Inclusion and equality

Careers provision is inclusive and accessible. The College actively challenges stereotypes and seeks to remove barriers linked to gender, disability, special educational needs, ethnicity, socio-economic background or other circumstances. The Careers Team works with the SENDCO, pastoral staff and other relevant colleagues to identify students who require adapted or additional support and to promote ambitious, realistic destinations.

7. Roles and responsibilities

- Governing Body: provides strategic oversight, ensures statutory duties are met and holds leaders to account for the quality and impact of careers provision.
- Headteacher and Senior Leadership Team: give explicit backing to the careers programme and ensure sufficient leadership, time and resources.
- Assistant Headteacher and Careers Lead – Mr James Preston: develops and directs the progressive careers programme, monitors quality and impact, coordinates statutory compliance and reports to senior leaders and governors.
- Careers Adviser – Mrs Roxanne Wharton: provides and coordinates impartial personal guidance, supports transitions and contributes to careers activities and communications.
- Teachers and tutors: embed careers learning, make relevant curriculum links and support students to engage with the programme.
- SENDCO and pastoral staff: work with the Careers Team to ensure provision is appropriately tailored to individual needs.
- Students: engage actively with careers learning, encounters, guidance and opportunities.
- Parents and carers: support students' participation and decision-making and engage with careers information and events.

8. Monitoring, evaluation and impact

The College measures and assesses the impact of its careers programme through a range of evidence, including:

- student, parent/carers, staff, employer and provider feedback;
- student voice and evaluation of key activities and encounters;
- destination and NEET data, including local authority and DfE information where available;
- progress against the updated Gatsby Benchmarks using Compass+ or equivalent Careers & Enterprise Company tools;
- evaluation of participation, access and outcomes for identified groups, including SEND and disadvantaged students;
- review by senior leaders and governors and, where appropriate, external partners or quality frameworks.

Evaluation informs annual planning and the College's wider improvement priorities. The Careers Lead reviews published careers information at least annually and updates it sooner where statutory guidance, staffing or provision changes.

9. Provider access

The College welcomes appropriate providers of technical education and apprenticeships and complies with the provider access legislation. Detailed arrangements, including requests for access, facilities, safeguarding and the statutory encounters applicable to the College's age range, are set out in the separate Provider Access Policy Statement published on the College website.

10. Review

This policy will be reviewed annually by the Careers Lead, Senior Leadership Team and Governing Body to ensure that it remains current, effective and aligned with statutory guidance and the College's careers programme. Next review: September 2027.

Reference: Department for Education, Careers guidance and access for education and training providers, updated 23 June 2026.