

MIAG



Careers Information, Education, Advice & Guidance (CIEAG) Policy

Ratified by Chair of Govs:

Signed by 

Date 

Purpose:

The purpose of this policy is to set out MIAG's (Meeting Individuals Aspirations & Goals) approach to delivering high-quality, impartial Careers Information, Education, Advice and Guidance (CIEAG) for all learners. We aim to ensure that learners are supported to make informed decisions about their future pathways, in line with their aspirations, interests, and individual needs.

This policy applies to all staff, learners, parents/carers, external partners, and commissioners involved with MIAG.

Aims and Objectives:

MIAG is committed to:

- ✚ Providing all learners with access to impartial, up-to-date careers advice
 - ✚ Ensuring careers education is inclusive, person-centred, and aspirational
 - ✚ Supporting learners with Special Educational Needs and/or Social, Emotional and Mental Health (SEMH) needs to achieve successful progression into further education, training, or employment
 - ✚ Embedding careers guidance into the wider curriculum, pastoral programme, and personalised support plans
 - ✚ Meeting the expectations of the **Gatsby Benchmarks** and the **Baker Clause**
 - ✚ Strengthening employer engagement and raising awareness of labour market opportunities
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Statutory Framework and Guidance:

This policy is informed by:

- ✚ **Education Act 1997** (duty to provide careers guidance)
 - ✚ **Statutory Guidance for Schools and Providers of Post-16 Education (2023)**
 - ✚ **Gatsby Benchmarks of Good Career Guidance**
 - ✚ **Baker Clause** (Technical and Vocational Education provision)
 - ✚ **Special Educational Needs and Disability (SEND) Code of Practice 2015**
 - ✚ **Keeping Children Safe in Education (KCSIE) 2025**
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Roles and Responsibilities:

Directors

- ✚ Ensure statutory compliance
- ✚ Monitor the effectiveness of the CIEAG programme

Strategic Leadership Team (SLT)

- ✚ Oversee the strategic direction of CIEAG
- ✚ Ensure appropriate resources, staffing, and CPD
- ✚ Embed CIEAG into MIAG's quality of education framework

CIEAG Lead

- ✚ Co-ordinate the delivery of careers education across MIAG
- ✚ Maintain links with local authorities, employers, training providers, and colleges
- ✚ Monitor learner progress, destination data, and outcomes
- ✚ **Ensure learners and parents/carers have access to impartial advice**

Staff

- ✚ Integrate careers awareness and employability skills into teaching and support
- ✚ Identify learners who require additional guidance and refer to the CIEAG Lead

Learners

- ✚ Engage with the careers programme and take responsibility for exploring future pathways

Parents/Carers

- ✚ Support learners in making informed decisions
- ✚ Engage with careers events and information sessions

Delivery of CIEAG:

MIAG delivers CIEAG through:

- ✚ **Curriculum Integration:** Careers-linked learning across subjects, PSHE, SMSC, and pastoral sessions
- ✚ **1:1 Guidance:** Access to impartial careers advisers, tailored to learner needs
- ✚ **Employer Engagement:** Work experience opportunities, workplace visits, guest speakers, and employer projects

- ✚ **Progression Support:** Transition planning, CV writing, interview preparation, and college/apprenticeship applications
 - ✚ **Careers Events:** Careers fairs, industry days, and visits to further/higher education providers
 - ✚ **Learner Voice:** Opportunities for learners to shape the careers programme
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Learners with SEND/SEMH

- ✚ Careers guidance is personalised, recognising individual strengths and barriers
 - ✚ Transition planning begins early, with input from learners, families, and multi-agency professionals
 - ✚ Clear links are made to Education, Health and Care Plans (EHCPs)
 - ✚ Reasonable adjustments and accessible resources are provided
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Monitoring and Evaluation

- ✚ MIAG tracks and records learner destinations for at least a 12-month post-provision
 - ✚ Regular feedback is sought from learners, parents, employers, and staff
 - ✚ The policy and programme are reviewed annually by SLT and reported to Directors
 - ✚ Outcomes are benchmarked against Gatsby standards
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Linked Policies

This policy should be read alongside:

- ✚ Safeguarding and Child Protection Policy
 - ✚ SEND Policy
 - ✚ Quality of Education Policy
 - ✚ Behaviour and Attendance Policy
 - ✚ Equality, Diversity and Inclusion Policy
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Review

This policy will be reviewed **annually** or earlier if required by statutory updates.