

# Careers Education, Information, Advice & Guidance (CEIAG) Policy



Policy Update: September 2021

Next Review: September 2022

## **Overall Aims**

The aim of the Careers & Employability programme at Salesian School is to provide students with the information they require to enable them to make an informed decision about their future learning and/or career. A progressive and sequential programme of activities will help students to make informed choices regarding their future careers. They will develop and use the skills they need to review their achievements, plan their future actions, make decisions, present themselves well and cope with change and transition.

All students will be encouraged to make good use of the information and impartial guidance available in the school. They will learn about the changing nature of work, career choices and other relevant information which will affect their decisions. All students will have an opportunity to participate in meaningful encounters with employers.

The programme has been designed to meet the aims of the DfE's 'Careers guidance and access for education and training providers statutory guidance for governing bodies, school leaders, and school staff ( January 2018) ' . In line with the Government Careers Strategy ( December 2017), The Gatsby Charitable Foundation's Benchmarks have been used to develop and improve careers provision in the school.

The policy should be read in conjunction with our PSHE, Curriculum, SEND and Provider Access Policy.

## **Commitment**

Governors and staff at Salesian School are committed to providing a planned Careers & Employability programme to support all students in the school, working in partnership with our wider school community and extensive number of local and national business contacts. The programme will promote equality of opportunity and will help to ensure that students leaving Salesian School will have received appropriate and relevant information to enable them to progress to an opportunity in further or higher education, training or employment, wherever possible.

## **Learner entitlement**

Students are entitled to CEIAG which meets professional standards of practice, is person-centred, impartial, and confidential. It is integrated into students' experience of the whole curriculum and based on a partnership with students and their parents or carers. The programme will raise aspirations, challenge stereotypes, and promote equality and diversity.

Specifically, pupils are entitled to receive:

- A structured careers programme they understand and on which they can give feedback.

- Access to good quality information about future study options and labour market opportunities, in particular at key transition points e.g. choosing GCSE options and post-16 or post 18 courses.
- Independent and impartial advice and guidance from a qualified careers adviser – at least one such meeting by the age of 16 and another by the age of 18.
- Encounters with providers of the full range of education and training options including the school's college, universities and apprenticeship providers.
- Multiple opportunities ( at least one per year) to learn from employers about work, employment and the skills that are valued in the workplace.
- First-hand experiences of the workplace through work visits and work experience to help their exploration of career opportunities.
- A means to track and record their careers education and work-related learning using platforms such as Unifrog.
- For students who require extra assistance to reach their full potential, such as SEN students or Pupil Premium students, ensuring that they receive it. For example, funds will be provided for pupils in receipt of the Bursary / Pupil Premium Grant to participate in any paid-for careers related events and pupils will be encouraged to attend and apply for schemes that are designed to raise the aspirations of disadvantaged or vulnerable groups.

## **Management**

An Assistant Headteacher line manages the Careers & Employability programme at Salesian School. The Careers & Employability team comprises the Assistant Headteacher and Careers Lead, with input from the Head of PSHE, Heads of Year 7 to 13, Key Stage 5 UCAS Lead and SEN Co. The Assistant Headteacher and Careers Lead oversee programme delivery and liaise with programme contributors.

The Assistant Headteacher manages the development of the Careers & Employability provision at Salesian School, advises senior managers and governors, facilitates the contribution of colleagues and partners, develops the careers programme, organises resources and secures high standards of careers teaching, learning and guidance across the school.

## **Delivery- roles and responsibilities**

### **Subject Teachers should:**

- Incorporate CEIAG into their lesson plans by developing and highlighting work related skills.
- Raise student awareness of education and career opportunities related to their subject area.
- As Form Tutors, identify students who need additional support on their career pathways and make referrals to Head of Year.
- Display materials & inform students of events & appropriate information when requested.

**Heads of Year should:**

- Identify students who need additional support on their career pathways and refer to Assistant Headteacher for Careers.
- Contribute to CEIAG related events such as Options Evening.

**SENDCo should:**

- Incorporate CEIAG into all transition annual reviews for students with a Statement of Special Educational Needs.
- Identify students who need additional support on their career pathways and refer to Assistant Headteacher for Careers.

**Assistant Headteacher - Designated Safeguarding Lead should:**

- Provide additional advice and support for disadvantaged students.
- Identify students who need this additional support on their career pathways and refer to Assistant Headteacher for Careers.

**Assistant Headteacher for Careers should:**

- Organise CEIAG related events such as Options Evening.
- Ensure that CEIAG is included in the school's development plan in line with national and local objectives.
- Have an overview of CEIAG throughout the key stages and line manage the Careers Leader.
- Identify students who need additional support on their career pathways and arrange appropriate support.

**The Careers Lead should:**

- Lead, co-ordinate, manage and evaluate the provision of careers across all year groups.
- Support subject teachers in their delivery of linking curriculum learning to careers.
- Network, maintain and develop employer links and relationships.
- Report to and advise senior leadership on policy, strategy, and resources for careers.
- Arrange Careers Celebration Weeks such as National Apprenticeship Week and National Careers Week.
- Line Manager Careers Advisor from Innervate Careers Company conducting one-to-one careers interviews.

**Resources**

Students have access to a wide range of resources to inform themselves about the various different careers available to them. A dedicated careers office provides a comprehensive and up-to-date selection of information for student use and is always open to all students. Students also have access to a number of online careers resources such as Unifrog, as well as hard copy materials such as our termly careers magazine. Support is available for students with learning difficulties and/or disabilities, for example via the NCFE Level 2 Diploma in Occupational studies. Additional information sources include participation in events and activities both in school and outside, working with our wider school community, including parents, governors, past students, staff and local businesses/organisations. The Careers Lead informs staff about useful teaching resources.

### **Guidance**

All guidance aims to be impartial, confidential, responsive to students' needs and based on the principle of equality. In addition to the information provided to students by the Careers Lead, an external careers company provides qualified careers guidance to students. All staff contribute to the Careers & Employability programme through their roles as tutors and subject teachers. Staff respond to any careers-related queries that they may receive from students and know how to obtain more specialist advice when it is required.

### **Training**

The Careers Lead attends conferences, seminars and exhibitions throughout the year and provides staff INSET through tutor meetings. Members of the Careers & Employability team attend conferences, careers fairs and seminars on a regular basis, to ensure their continuing professional development. Heads of Year and Tutors also receive training. The Careers Lead has completed the CEC Careers Leadership training and is also a part of the Careers and Enterprise Company Enterprise M3 Advisor Network which meets regularly to share best practice.

### **Funding**

A budget for CEIAG is allocated in the school's annual budget planning and the Careers Leader and Assistant Headteacher with responsibility for Careers is responsible for the allocation of resources.

### **Partnerships**

Below is a list of external agencies and organisations we have partnered with to deliver our careers programme:

- Careers and Enterprise Company
- Unifrog
- Pathways CTM
- Inspiring the Future
- Uptree
- InvestIn

- Local and National Employers such as St Peter's hospital Chertsey- Medics Programme
- ALLPS – Apprenticeships
- Innervate Careers Company
- STEM Ambassadors

### **Parental / Carer Involvement**

Young people do not make career decisions in isolation and parents/carers can have a substantial impact, as well as a clear interest in the right outcomes for their young person. The school is keen to foster parental involvement in the careers programme, wherever possible.

### **Equal Opportunities**

Salesian School recognises its statutory duties to promote community cohesion and equality in relation to gender (sex and reassignment), age, disability, race, religion or belief and sexual orientation.

The school is keen to challenge stereotypes, address limiting beliefs and promote equal opportunities. All students can access advice and guidance tailored to their needs with support to explore options that suit their preferences, skills and strengths. The team work on early identification of students requiring additional support, with no limit placed on how many times a student might see a careers adviser. The careers advisers work with the SENDCo to support Education, Health and Care planning.

### **Monitoring, review & evaluation**

Careers & Employability programme activities are monitored, evaluated and reviewed. Feedback is welcomed from students and all members of the school community who help with our programme and from businesses and organisations we work with. This provides the basis for the programme's development plan. The service offered by our external careers guidance provider is reviewed regularly.

Monitoring and evaluation of the programme takes place in a number of ways on an ongoing basis including:

- Pupil reflection and evaluation forms
- Feedback provided by teaching staff
- Parent/carer surveys and feedback
- Employer and visiting speakers and external partners
- Destination data including data from application systems such as Unifrog

Areas for development that are identified through the analysis of the data gathered and any emerging priorities or specific areas of interest are built into the CEaIG team development improvement plan by the Careers Leader. These priorities are then monitored and reviewed with their line manager.

## Approval and review

Approved September 2021 by Governors

Next review: September 2022

Signed: \_\_\_\_\_

Fr John Dickson, Chair of Governors

Signed: \_\_\_\_\_

James Kibble, Head teacher

	<b>Autumn Term</b>	<b>Spring Term</b>	<b>Summer Term</b>
<b>Year 7</b>	<ul style="list-style-type: none"> <li>- Encouraging STEM Careers session held in PSHE for all students.</li> <li>- Careers presentation by a guest speaker held during PSHE or the Inspire Speakers Programme for all students.</li> <li>- Speakers4Schools Interactive Virtual Talks made available to all students.</li> <li>- Careers Bulletin displayed on the website for students and parents and general literature available for students in careers office, LRC and the Library.</li> <li>- All students have access to 1-2-1 careers advice through Innervate.</li> <li>- Launch of Subject Career Ambassadors for all subjects- linking careers in the curriculum.</li> </ul>	<ul style="list-style-type: none"> <li>- Careers presentation by a guest speaker held during PSHE or the Inspire Speakers Programme for all students.</li> <li>- Speakers4Schools Interactive Virtual Talks made available to all students.</li> <li>- Careers Bulletin displayed on the website for students and parents and general literature available for students in careers office, LRC and the Library.</li> <li>- All students have access to 1-2-1 careers advice through Innervate.</li> </ul>	<ul style="list-style-type: none"> <li>- Introduction to Unifrog careers platform in PSHE for all students.</li> <li>- PSHE employability skills focus for all students.</li> <li>- Careers presentation by a guest speaker held during PSHE or the Inspire Speakers Programme for all students.</li> <li>- Speakers4Schools Interactive Virtual Talks made available to all students.</li> <li>- Careers Bulletin displayed on the website for students and parents and general literature available for students in careers office, LRC and the Library.</li> <li>- All students have access to 1-2-1 careers advice through Innervate.</li> </ul>
<b>Year 8</b>	<ul style="list-style-type: none"> <li>- Encouraging STEM Careers session held in PSHE for all students.</li> <li>- Careers presentation by a guest speaker held during PSHE or the Inspire Speakers Programme for all students.</li> <li>- Speakers4Schools Interactive Virtual</li> </ul>	<ul style="list-style-type: none"> <li>- Careers presentation by a guest speaker held during PSHE or Inspire Speakers Programme for all students.</li> <li>- Speakers4Schools Interactive Virtual Talks made available to all students.</li> <li>- Careers Bulletin displayed on the website for students and parents and</li> </ul>	<ul style="list-style-type: none"> <li>- Introduction to Unifrog careers platform in PSHE for all students.</li> <li>- PSHE employability skills focus for all students.</li> <li>- Careers presentation by a guest speaker held during PSHE or the Inspire Speakers Programme for all students.</li> </ul>

	<p>Talks made available to all students.</p> <ul style="list-style-type: none"> <li>- Careers Bulletin displayed on the website for students and parents and general literature available for students in careers office, LRC and the Library.</li> <li>- All students have access to 1-2-1 careers advice through Innervate.</li> <li>- Launch of Subject Career Ambassadors for all subjects- linking careers in the curriculum.</li> </ul>	<p>general literature available for students in careers office, LRC and the Library.</p> <ul style="list-style-type: none"> <li>-</li> <li>- All students have access to 1-2-1 careers advice through Innervate.</li> </ul>	<ul style="list-style-type: none"> <li>- Speakers4Schools Interactive Virtual Talks made available to all students.</li> <li>- Careers Bulletin displayed on the website for students and parents and general literature available for students in careers office, LRC and the Library.</li> <li>- All students have access to 1-2-1 careers advice through Innervate.</li> </ul>
<b>Year 9</b>	<ul style="list-style-type: none"> <li>- Introduction to Unifrog and career exploration.</li> <li>- GCSE Options and Post 18 Options covered during PSHE for all students.</li> <li>- PSHE employability skills focus for all students.</li> <li>- Career/Curriculum Linking (10-minute, career linked starters across all subjects)</li> <li>- Careers presentation by a guest speaker held during PSHE or the Inspire Speakers Programme for all students.</li> <li>- All students have access to 1-2-1 careers advice through Innervate.</li> <li>- Speakers4Schools Interactive Virtual</li> </ul>	<ul style="list-style-type: none"> <li>- Careers presentation by a guest speaker held during PSHE or the Inspire Speakers Programme for all students.</li> <li>- All students have access to 1-2-1 careers advice through Innervate.</li> <li>- Speakers4Schools Interactive Virtual Talks made available to all students.</li> <li>- Careers Bulletin displayed on the website for students and parents and general literature available for students in careers office, LRC and the Library.</li> </ul>	<ul style="list-style-type: none"> <li>- Careers presentation by a guest speaker held during PSHE or the Inspire Speakers Programme for all students.</li> <li>- All students have access to 1-2-1 careers advice through Innervate.</li> <li>- Speakers4Schools Interactive Virtual Talks made available to all students.</li> <li>- Careers Bulletin displayed on the website for students and parents and general literature available for students in careers office, LRC and the Library.</li> </ul>

	<p>Talks made available to all students.</p> <ul style="list-style-type: none"> <li>- Careers Bulletin displayed on the website for students and parents and general literature available for students in careers office, LRC and the Library.</li> <li>- Launch of Subject Career Ambassadors for all subjects- linking careers in the curriculum.</li> </ul>		
<b>Year 10</b>	<ul style="list-style-type: none"> <li>- Selected students begin NCFE L2 Diploma in Occupational studies.</li> <li>- Selected students participate in National Apprenticeship Show.</li> <li>- Careers presentation by a guest speaker held during PSHE or the Inspire Speakers Programme for all students.</li> <li>- All students have access to 1-2-1 careers advice through Innervate.</li> <li>- Speakers4Schools Interactive Virtual Talks made available to all students.</li> <li>- Careers Bulletin displayed on the website for students and parents and general literature available for students in careers</li> </ul>	<ul style="list-style-type: none"> <li>- Careers presentation by a guest speaker held during PSHE or the Inspire Speakers Programme for all students.</li> <li>- All students have access to 1-2-1 careers advice through Innervate.</li> <li>- Speakers4Schools Interactive Virtual Talks made available to all students.</li> <li>- Careers Bulletin displayed on the website for students and parents and general literature available for students in careers office, LRC and the Library.</li> <li>-</li> </ul>	<ul style="list-style-type: none"> <li>- PSHE employability skills focus for all students.</li> <li>- Subject-specific assemblies exploring A Levels, BTECs and career aspirations.</li> <li>- Careers Week including work experience, university visit, careers carousel of 40 industry professionals, CV writing &amp; workshops on interview techniques, managing finances, exploring apprenticeships.</li> <li>- Unifrog reflection on careers week.</li> <li>- College Open Day including Oxbridge and vocational provision (Brooklands College visit for selected students)</li> </ul>

	<p>office, LRC and the Library.</p> <ul style="list-style-type: none"> <li>-</li> <li>- Launch of Subject Career Ambassadors for all subjects- linking careers in the curriculum.</li> </ul>		<ul style="list-style-type: none"> <li>- Careers presentation by a guest speaker held during PSHE or the Inspire Speakers Programme for all students.</li> <li>- Aspirations Trip- Oxbridge for selected students.</li> <li>- Speakers4Schools Interactive Virtual Talks made available to all students.</li> <li>- Careers Bulletin displayed on the website for students and parents and general literature available for students in careers office, LRC and the Library.</li> <li>- All students have access to 1-2-1 careers advice through Innervate.</li> </ul>
<b>Year 11</b>	<ul style="list-style-type: none"> <li>- Introduction to Unifrog and career exploration.</li> <li>- PSHE employability skills focus for all students.</li> <li>- RONI (Risk of neither in education, employment or training &amp; NEET) provision for up to 10 students providing a leadership team coach to support their academic attainment during Year 11.</li> <li>- Selected students attend National School &amp; College Leavers Show.</li> </ul>	<ul style="list-style-type: none"> <li>- Year 11 Leadership Team interviews.</li> <li>- College life assembly.</li> <li>- College Taster Day which includes subject lessons, as well as workshops on CV writing, interview techniques, independent learning and Oxbridge.</li> <li>- Careers presentation by a guest speaker held during PSHE or the Inspire Speakers Programme for all students.</li> </ul>	<ul style="list-style-type: none"> <li>- Year 11 “into College” transition work.</li> <li>- Careers presentation by a guest speaker held during PSHE or the Inspire Speakers Programme for all students.</li> <li>- All students have access to 1-2-1 careers advice through Innervate.</li> <li>- Speakers4Schools Interactive Virtual Talks made available to all students.</li> <li>- Careers Bulletin displayed on the</li> </ul>

	<ul style="list-style-type: none"> <li>- Providing face to face support and guidance through applications, college visits, 1:1 mentoring.</li> <li>- Careers presentation by a guest speaker held during PSHE or the Inspire Speakers Programme for all students.</li> <li>- All students have access to 1-2-1 careers advice through Innervate.</li> <li>- Speakers4Schools Interactive Virtual Talks made available to all students.</li> <li>- Careers Bulletin displayed on the website for students and parents and general literature available for students in careers office, LRC and the Library.</li> <li>- Launch of Subject Career Ambassadors for all subjects- linking careers in the curriculum.</li> </ul>	<ul style="list-style-type: none"> <li>- All students have access to 1-2-1 careers advice through Innervate.</li> <li>- Speakers4Schools Interactive Virtual Talks made available to all students.</li> <li>- Careers Bulletin displayed on the website for students and parents and general literature available for students in careers office, LRC and the Library.</li> </ul>	<p>website for students and parents and general literature available for students in careers office, LRC and the Library.</p> <ul style="list-style-type: none"> <li>-</li> </ul>
<b>Year 12</b>	<ul style="list-style-type: none"> <li>- Introduction to Unifrog and extensive research tools linking to preparing applications for UCAS and World of Work.</li> <li>- Cambridge admissions talk at St George's.</li> <li>- Assembly on importance of super-</li> </ul>	<ul style="list-style-type: none"> <li>- St Hilda's College (Oxford University) visit</li> <li>- College enrichment programme (Medical Society, Young Enterprise, Teaching Internship)</li> <li>- Higher Education Visit (UCAS ) Fair</li> </ul>	<ul style="list-style-type: none"> <li>- PSHE lessons on job seeking, writing a CV &amp; covering Letter, interview techniques, work experience preparation).</li> <li>- Work Experience Week.</li> <li>- Post 18 options day, which includes guidance on writing a personal statement,</li> </ul>

	<p>curricular and extra-curricular.</p> <ul style="list-style-type: none"> <li>- College enrichment programme (Medical Society, Young Enterprise, Teaching Internship)</li> <li>- Wednesday Inspire Speakers Programme – guest speakers from STEM, Creative Arts and Humanities related industry sectors.</li> <li>- All students have access to 1-2-1 careers advice through Innervate.</li> <li>- Speakers4Schools Interactive Virtual Talks made available to all students.</li> <li>- Careers Bulletin displayed on the website for students and parents and general literature available for students in careers office, LRC and the Library.</li> <li>- Launch of Subject Career Ambassadors for all subjects- linking careers in the curriculum.</li> </ul>	<ul style="list-style-type: none"> <li>- Wednesday Inspire Speakers Programme – guest speakers from STEM, Creative Arts and Humanities related industry sectors.</li> <li>- All students have access to 1-2-1 careers advice through Innervate.</li> <li>- Speakers4Schools Interactive Virtual Talks made available to all students.</li> <li>- Careers Bulletin displayed on the website for students and parents and general literature available for students in careers office, LRC and the Library.</li> <li>-</li> </ul>	<p>workshops on various careers, a parent talk from a university and a local apprenticeship provider.</p> <ul style="list-style-type: none"> <li>- College enrichment programme (Medical Society, Young Enterprise, Teaching Internship)</li> <li>- Wednesday Inspire Speakers Programme – guest speakers from STEM, Creative Arts and humanities related industry sectors.</li> <li>- All students have access to 1-2-1 careers advice through Innervate.</li> <li>- Speakers4Schools Interactive Virtual Talks made available to all students.</li> <li>- Careers Bulletin displayed on the website for students and parents and general literature available for students in careers office, LRC and the Library.</li> <li>-</li> </ul>
<b>Year 13</b>	<ul style="list-style-type: none"> <li>- National School &amp; College Leavers Show for selected students</li> <li>- CV, cover letter and LinkedIn workshop for selected students</li> <li>- Surrey schools Oxbridge interview evening at St George's</li> </ul>	<ul style="list-style-type: none"> <li>- Year 13 careers interviews with professionals for all students.</li> <li>- Year 13 Leadership Team interviews.</li> <li>- College enrichment programme (Medical Society, Young</li> </ul>	<ul style="list-style-type: none"> <li>- College enrichment programme (Medical Society, Young Enterprise, Teaching Internship)</li> <li>- Wednesday Inspire Speakers Programme – guest speakers from STEM, Creative Arts</li> </ul>

	<ul style="list-style-type: none"> <li>- College enrichment programme (Medical Society, Young Enterprise, Teaching Internship)</li> <li>- Wednesday Inspire Speakers Programme – guest speakers from STEM, Creative Arts and humanities related industry sectors.</li> <li>- Preparing for Post-18 Pathways -independent living; budget planning and practical life skills.</li> <li>- Apprenticeship Workshops -A-Z of preparing for research, application, interview and assessment centre stages.</li> <li>- All students have access to 1-2-1 careers advice through Innervate.</li> <li>- Careers Bulletin displayed on the website for students and parents and general literature available for students in careers office, LRC and the Library.</li> <li>- Launch of Subject Career Ambassadors for all subjects- linking careers in the curriculum.</li> </ul>	<p>Enterprise, Teaching Internship)</p> <ul style="list-style-type: none"> <li>- Wednesday Inspire Speakers Programme – guest speakers from STEM, Creative Arts and humanities related industry sectors .</li> <li>- All students have access to 1-2-1 careers advice through Innervate.</li> <li>- Speakers4Schools Interactive Virtual Talks made available to all students.</li> <li>- Careers Bulletin displayed on the website for students and parents and general literature available for students in careers office, LRC and the Library.</li> <li>-</li> </ul>	<p>and humanities related industry sectors .</p> <ul style="list-style-type: none"> <li>- All students have access to 1-2-1 careers advice through Innervate.</li> <li>- Speakers4Schools Interactive Virtual Talks made available to all students.</li> <li>- Careers Bulletin displayed on the website for students and parents and general literature available for students in careers office, LRC and the Library.</li> </ul>
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## Appendix 2 Gatsby Benchmarks

### Description

1. A stable careers programme

Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers and employers.

[DOWNLOAD GUIDE \(PDF\)](#)

2. Learning from labour market information

Every pupil, and their parents, should have access to good-quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.

[DOWNLOAD GUIDE \(PDF\)](#)

3. Addressing the needs of each pupil

Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school's careers programme should embed equality and diversity considerations throughout.

[DOWNLOAD GUIDE \(PDF\)](#)

4. Linking curriculum learning to careers

All teachers should link curriculum learning with careers. For example, STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.

[DOWNLOAD GUIDE \(PDF\)](#)

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5. Encounters with employers and employees Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.

[DOWNLOAD GUIDE \(PDF\)](#)

6. Experiences of workplaces Every pupil should have first-hand experiences\* of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.

[DOWNLOAD GUIDE \(PDF\)](#)

7. Encounters with further and higher education All pupils should understand the full range of learning opportunities that are valuable to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.

[DOWNLOAD GUIDE \(PDF\)](#)

8. Personal guidance Every pupil should have opportunities for guidance interviews with a careers adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but should be timed to meet their individual needs.

[DOWNLOAD GUIDE \(PDF\)](#)

**Gatsby's Good Careers Guidance website**

**Government Careers Strategy - [Careers Guidance and access for education and training providers -October 2018](#)**

<https://www.gov.uk/government/publications/careers-guidance-provision-for-young-people-in-schools>

**School Inspection Data Summary Report (ISDR) - [School inspection data summary report \(ISDR\) guide - GOV.UK \(www.gov.uk\)](#)**

**CDI Framework - <https://www.thecdi.net/New-Career-Development-Framework>**

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