



Careers Education Information, Advice and Guidance (CEIAG)

Introduction

We are dedicated to ensuring we fulfil our duty to provide students with high quality, impartial careers advice and guidance as we prepare our young people for their futures, whether it be further education, higher education, employment or further training within apprenticeships.

Our students experience a progressive Careers Learning Journey from Transition to Year 11 where every student, regardless of need, experiences careers related learning and essential skills development.

Our Vision

As part of our objective to ensure all students uphold **PROUD values** as part of their intrinsic character; have the skills and confidence to succeed in school and beyond, fostering pride in themselves and their community, we are committed to embedding high-quality careers guidance into our curriculum to ensure every student is equipped for their next steps. Our careers programme will raise aspirations, support informed choices, and develop employability skills. By working with local employers and further education providers, we will offer meaningful encounters and work experiences. This not only meets statutory requirements, but ensures our students leave Lathom ready to succeed in a rapidly changing world of work.

As Lathom High School is a support hub for our community, careers support can also be accessed by our students once they have left Lathom. We would also endeavour to support our families with advice if requested.

Careers Education Information, Advice and Guidance in the curriculum

As part of our SMSC delivery known in school as “Life at Lathom”, all year groups from 7-11 experience a series of lessons related to careers, allowing them to reflect upon their own skills and interests in relation to possible future careers. In years 9 and 11, there is plenty of additional support, information, advice and guidance to help with decisions about subject choices. In particular, working with local businesses and Work Ready Lancashire, we ensure students can understand and utilise the shared common language structures that will support success.

Independent Careers Advisor

Lathom High School employs an independent careers adviser for one day per week from an independent company called MPloy Solutions (Pathways to work for the youth sector). The primary

purpose of the role is to hold one to one appointments with students, providing impartial information, advice and guidance. All students are entitled to book appointments and our advisor targets specific groups of students (Pupil Premium, SEND and those identified by the Pastoral Team). The advisor is easily accessible to students and is available to see students on a drop-in basis at lunchtime in the Careers office located next to U12, and in attendance at parents' evenings. Parents and carers are welcome to attend the meetings.

Targeted Careers Guidance

In addition to the 1:1 careers advisor meeting schedule and following the Future Skills Questionnaire students requiring additional support are and further guidance is put in place them.

The Gatsby Benchmarks

The Gatsby Benchmarks are a framework of 8 guidelines that define the best careers provision in schools and colleges. At Lathom High School, we meet these benchmarks in the following ways:

A Stable Careers Programme

- As part of the Life at Lathom, students study careers education that focusses on:

Year 7 EXPLORE	Develop your power skills. Learn about the world of work - types of employment and employment skills
Year 8 DISCOVER	Find out how curriculum subjects link to Career Pathways. Work life behaviours and gender stereotypes
Year 9 PREPARE	Pathways mapping to choose GCSE Options. Finance and labour market information
Year 10 DELIVER	Work Readiness – Work Experience, CV writing and post-16 choices, College experiences
Year 11 PURSUE AND SUSTAIN	Planning for Life after Lathom. Budgeting and interview skills

The Lathom Careers and Guidance Programme can be found on our school website.

NEET Prevention and Destination Data

Data is collected based on destinations in Years 11, 12 and 13. These are all reported to Lancashire County Council. Students at risk of becoming NEET (all years) are identified as early as possible and at the transition stage to Lathom in some cases, using the Future Skills Questionnaire outcomes, and these students are given priority appointments with our careers advisor and, where necessary, additional interventions. SEND students are also targeted as part of this process.

Impact

In 2025, all of our students in year 11 have a guaranteed offer of a place to study, work or train at from September 2025.

Official figures for 'retention' are 85% with National at 93% and the local authority average at 92%. This data is for 2022/23 taken from leavers 2021/22. Our retention rate stands at 8% below average.

Provider Access Policy Statement

We have a duty to provide pupils in Years 7-11 with access to providers of post-14, post-16 and post-18 education and training. Our policy statement sets out how we manage access requests from these providers.

Who handles our access requests?

Any provider wishing to request access should contact our careers team via enquiries@lathom.lancs.sch.uk

What can providers expect once a request has been accepted?

Once we have approved a provider, we will work with them to identify the best method for providing access to our students. We will make the arts theatre or classrooms available to host discussions between providers and students. We will also make presentation equipment, such as projectors and laptops, available to providers. Arrangements will be discussed in advance between our careers lead and a nominated member of the provider's team.