

CEIAG Case Study:

Crookhorn College

The School

Crookhorn College is an 11-16 comprehensive school located in Waterlooville, Hampshire with approximately 735 students on roll. The ethos of the college is underpinned by the four cornerstones: *Respect, Commitment, Responsibility and Achievement*. The college motto is “*Enterprise and Learning*” because personal endeavour underpins life at the college. Every student is encouraged and motivated to achieve their potential, developing skills and aptitudes so that they can live a productive and fulfilling life.

The college is not just about examination results, which are “*very good*”, but also about developing the individual, instilling community values and providing opportunities for each student to grow as a person. At the heart of Crookhorn College is the House system with its emphasis on working together and developing healthy interests and attitudes.

Career Education, Information, Advice and Guidance (CEIAG)

The Personal Development Learning Manager is a non-teaching member of staff, who is qualified to the level of a Masters in Careers Education, Development & Guidance, and has responsibility for careers education, work experience, enterprise and PSHE. This ensures the delivery of a well-balanced and varied personal development curriculum for students under pinned by a clear and comprehensive strategic plan.

The college organises a two week work experience programme for Year 10 students ‘in house’, and therefore also employs a Work Experience & Careers Administrator to canvas local employers for placements and undertake the necessary health & safety checks.

The college, as part of a federation of schools in the area, commissions independent careers guidance from Hampshire Careers & Employability Service. As vice-chair of the federation the PDL Manager maintains good links with other local schools, FE colleges and universities through this forum.

The careers education programme is delivered by a team of six teachers, through 8 week modules, as part of the PSHE rotation for students in years 7 - 10. The delivery of the

modules is timed to coincide with key events particularly in Year 9 (Options) and Year 10 (Work Experience).

In Year 8 students take part in the 'Real Game' which provides an insight not only into the types of careers available but also introduces the idea of paying tax and personal budgeting and finance.

During Year 11, students take part in a series of events aimed at supporting their post 16 options applications, including a post 16 options morning and mock interview day. They also participate in a PSHE Health & Wellbeing Morning.

Engaging Employers

Employer engagement plays a key role in the careers and work related learning programme at Crookhorn. Without support from local business we would not be able to run activities such as Skills for Life Day (Year 9), Mock Interview Day (Year 11) and work experience.

The College's most recent development has been to involve employers in the production of a short film about work experience, in which six students talk about their expectations, experiences and reflections before, during and after their placement. Representatives from each of the six companies were filmed giving advice to young people about the job market. The film has been used with students and parents.

During the College's Skills for Life Day Year 9 students spend the morning working with representatives from local businesses on a series of tasks designed to raise awareness and develop employability skills. Students also interview business visiting representatives to find out more about their careers and route through education, training and employment. In the afternoon they visit a local college for a taster session.

CEIAG Quality

The *Investor in Careers Award* has been held continuously by Crookhorn College since 1998 and was most recently re-accredited in 2014 when the assessor wrote:

"I was very impressed by the quality of CEIAG which is on offer at the college. There was a genuine feeling of whole school support for the subject. The students all appreciated the opportunities that have been made available to them. There is excellent support from the Senior Leadership team and the Governing Body, who

are kept up to date with developments and who take a real interest in how the students are prepared for the real world.” (liC Assessor 2014)

Along with the internal monitoring and evaluation measures built in to the review process for the CEIAG department, the liC process provides a robust system that encourages continual development.

Views on Mock Interview Day 2014

Students' View

- *“Mock Interview Day was really useful, because it prepares us for real life situations and we have things highlighted that we can improve upon.” (Year 11)*

Local Employers' Views

- *“I was very well informed and prepared for the day.....I am happy to support the college with any other career activities such as CV writing, application forms and interview preparation.*
- *“It was evident that most students had taken on board the advice given by staff prior to the day”*

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