



Careers Education, Information & Guidance (CEIAG) Programme



Haileybury Turnford

"Inspiring every student to thrive by raising aspirations, building resilience, and guiding them towards a future of excellence."

Academic Year: 2025/26

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Establishment: Haileybury Turnford



Haileybury Turnford | Careers Programme

Careers Guidance	Information	Advice	Support
1:1 interview with a qualified Careers Advisor from YC Herts to help students explore careers ideas, address barriers and gain confidence to plan next steps	Up to date resources from a range of providers and visits to assist students with research for career ideas and make decisions	Careers Advisors enable students to understand and interpret careers information so that it becomes relevant to students' situations	Ongoing careers tutor time sessions will help students to complete their skills and job profile, improve confidence and develop employability skills

This information is designed for students, teachers, parents and employers

Careers Education, Information, Advice and Guidance (CEIAG)

Our careers programme is designed for students, teachers, parents, and employers. We are committed to providing every student in Years 7–13 with the information, skills and opportunities needed to make confident, informed decisions about their futures and to support a smooth transition into further education, training or employment.

We deliver a tailored careers programme for each year group. This aims to inspire students, raise aspirations, and ensure that all pupils can explore a wide range of career options. Our stable careers programme includes:

- Regular tutor-time careers sessions
- Careers-focused assemblies and whole-year events
- Opportunities for students and parents to access careers information via Class Charts
- Student and parent voice activities, including focus groups and questionnaires

In 2014, Lord Sainsbury's Gatsby Charitable Foundation published the landmark report Good Career Guidance, which established eight benchmarks defining high-quality careers and enterprise provision in schools. These benchmarks have shaped national CEIAG standards ever since. Following the 2025 review and update of our Careers Programme, we continue to use the Gatsby Benchmarks as the framework guiding our careers provision, ensuring consistency, high standards, and the best possible support for our students.

The eight benchmarks are:

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance



Partners and Organisations

We work with a range of external partners who support the delivery of our CEIAG programme and help us meet the Gatsby Benchmarks:

Hertfordshire Futures <ul style="list-style-type: none"> • Weblink: here 	Support with Gatsby Benchmark evaluation, local labour market information, and partnerships.
Hertfordshire Opportunities Portal (HOP) <ul style="list-style-type: none"> • Weblink: here 	A Hertfordshire-wide careers portal enabling students to explore apprenticeships, job roles, and local employer opportunities.
Unifrog <ul style="list-style-type: none"> • Weblink: here 	A comprehensive platform supporting students with career exploration, university and apprenticeship research, and high-quality applications. Also provides extensive resources for teachers.
University of Hertfordshire <ul style="list-style-type: none"> • Weblink: here 	Through their outreach programme, students access campus experiences, workshops, and information on university life, applications, and finance.
Services for Young People (SfYP) <ul style="list-style-type: none"> • Weblink: here 	Provide impartial one-to-one careers guidance interviews to all Year 11 and Sixth Form students.
PUSH Google <ul style="list-style-type: none"> • Weblink: here 	Provide 3 termly sessions to Years 9, 10 and 11 – focusing on personal development and skill enhancement for future employment.

Careers Leadership

We have dedicated co-careers leaders:

- Mr Sez Aydin | Aydins@haileyburyturnford.com
- Mrs Ellie Ridgeway | Ridgewaye@haileyburyturnford.com

Both oversee all aspects of careers education, advice and guidance at Haileybury Turnford.

Policies

Haileybury Turnford facilitates access of providers to the school for the purpose of giving students information about the provider's access or training offer. This complies with the school's legal obligations under Section 42B of the Education Act 1997.

For further details please see our provider access policy at this link:

- Provider Access Policy [Click Here](#)
- For full details of our CEIAG policy please click on the link below:
 - Careers, Education, Information, Advice and Guidance (CEIAG) Policy [Click Here](#)



Careers Bulletins & Regular Updates

In addition to regular Careers form time sessions, the school also produces a termly careers bulletin designed to keep students, parents and staff updated on all things related to careers. Further to that, new and forthcoming opportunities are regularly shared via our school information management system, Class Charts.

Please find our latest careers bulletins under Documents located towards the bottom of our careers page: <https://haileyburyturnford.com/careers/>

Careers Programme

We deliver a structured CEIAG activity plan which is reviewed on an ongoing basis and involves all year groups. Below is an outline of some of the key activities we offer:

Key Stage 3

Year/Term	Autumn Term	Spring Term	Summer Term
7	Introduction to careers through form time activities and explore LMI information.	Employability skills and guest speakers. Visiting speakers to discuss careers & career choices and progressions. Tesco – Love of Food careers day.	Careers Enrichment activities including STEM activities, Enterprise project/challenge, and personal finance sessions.
8	Enterprise project and explore LMI information. NatWest – Personal Finance Day.	Visiting speakers to discuss careers & University of Hertfordshire Pathfinder Day. Oracy challenge. Careers trip to Stansted.	Careers Enrichment activities including University of Hertfordshire Outreach activities and STEM activities.
9	Employability skills development through careers form times and explore LMI information. Information regarding apprenticeships, T Levels, and Further Education. Brilliant Club: Scholars Programme with Oxbridge visit.	Visiting speakers to discuss careers & Options Evening and support in form times.	Careers Enrichment activities including University of Hertfordshire Outreach activities and STEM activities.

Key Stage 4

Term	Autumn Term	Spring Term	Summer Term
10	Employability skills development through careers form times and explore LMI information.	Visiting speakers to discuss careers & Preparation for Work Shadowing. Generations Broxbourne.	Careers Day, Work Shadowing, Sixth Form and College talks and STEM activities. Mock interviews with JCP.
11	Exploring opportunities and ideas for future progression, career guidance interviews and explore LMI information.	Revisit information on Apprenticeships, T Levels and Further Education. Visiting speakers to discuss careers, career guidance interviews and progression interviews.	CV guidance, mock interviews with ASK. Sixth form experience, guidance with next steps.



Key Stage 5

Term	Autumn Term	Spring Term	Summer Term
12	Employability skills development through form times, sixth form PSD programme and explore LMI information. Visiting speakers to discuss careers.	Career guidance interviews and work shadowing preparation.	Work shadowing and futures week. Mock Assessments with ASK.
13	Application support and follow-up guidance interviews. Careers fair.	Visiting speakers to discuss careers. University of Hertfordshire finance support.	Guidance with next steps. UCAS Applications

Careers Programme Summary

Our careers programme provides a structured and progressive experience from Year 7 through to Year 13. Students engage with careers education through form time activities, employer encounters, enrichment days, and guidance interviews. Across all key stages, themes such as labour market information (LMI), employability skills, enterprise, and future pathways are explored. A range of activities including visiting speakers, external trips, and targeted support ensure students are well-informed and prepared for their next steps.

