

CAREERS POLICY

HUNGERHILL SCHOOL

Introduction

Hungerhill School provides high quality careers advice and guidance which meets the differing needs and requirements of our students. This is developed throughout a student's time at the school and is always supportive of their aspirations, strengths and skills. The focus of the support is aimed at destinations once the students make their transition at the end of Year 11.

Aims and Purpose

- Prepare students for the transition to life after Hungerhill;
- Support students in making informed decisions which are appropriate for them
- Provide students with well-rounded experiences;
- Develop personal characteristics such as social skills, communication, independence and resilience;
- Encourage students to be ambitious, broaden their horizons and explore their own career aspirations throughout their life at school;
- Inspire and motivate students to develop themselves as individuals and live as independently as is possible.

This policy summarises the statutory guidance and recommendations. It also outlines the provision of careers education, work experience and provider access.

Statutory Requirements and Recommendations

The careers provision at Hungerhill School is in line with the statutory guidance developed by the Department for Education which refers to Section 42A and 45A of the Education Act 1997.

This states that all schools should provide independent careers guidance from Years 8 -13 and that this guidance should:

- Be impartial.
- Include information on a range of pathways, including apprenticeships.
- Be adapted to the needs of the student.

In addition, the school is compliant with the careers guidance that the government set out for delivery from January 2018, which states that all schools must give education and training providers the opportunity to talk to students about approved technical qualifications and apprenticeships.

Hungerhill School follows the principles of the Gatsby Benchmarks. The objectives for the careers programme are as follows:

- Helping students to understand the changing world of work;
- Facilitating meaningful encounters with employers for all students;

- Supporting positive transitions post-16;
- Enabling students to develop the research skills to find out about opportunities
- Helping students to develop the skills, attitudes and qualities to make a successful transition into the world of work;
- encouraging participation in continued learning, including further and higher education and apprenticeships;
- supporting inclusion, challenging stereotyping and promoting equality of opportunity;
- contributing to strategies for raising achievement, particularly by increasing motivation.

Careers Provision at Hungerhill School

- All students from Year 9 have access to advice and guidance from our Independent Careers adviser.
- All students in Years 10 and 11 have access to an individual meeting with the Independent Careers Adviser and school Careers Leader to explore future pathways.
- Students have access to relevant careers events hosted both in-house and externally, with providers.

Provision at Key Stage 3

- Student pathways leading to accredited and vocational courses are planned and prepared for.
- Students take part in Careers/Enterprise projects across the school year.
- STEM events and projects are a key part of the Key Stage 3 curriculum.

Provision at Key Stage 4 (in addition to KS3 ongoing provision)

- One-to-one meetings with the school Careers Leader and our Independent Careers Advisor in Year 10 and Year 11 to inform individual students of routes into Post 16 provision and appropriate and meaningful work experience opportunities
- Students in Year 10 and 11 undertake work experience and work-based placements and opportunities.

Work Experience at Hungerhill School

- Provides an opportunity for all students to learn in/experience the work place.
- All students are offered the opportunity of one week's work experience in the summer term of Year 10.
- The overall organisation of work experience is undertaken by the Head of Careers.
- The students are encouraged to arrange their own work experience.
- All students on placement are covered by the employers' insurance and places of work are risk assessed by the appropriately qualified school representative.

Provider's Access Policy Statement (Baker Clause)

Introduction

Hungerhill School uses the Gatsby Benchmarks as a guide to planning the CEIAG programme. As part of our commitment to informing our students of the full range of employment, learning and training pathways on offer to them, we consider requests from training, apprenticeship and vocational education providers, who are then invited to speak to students. This policy statement sets out the School's arrangements for managing the access of providers to students at the School. This complies with the School's legal obligations under Section 42B of the Education Act 1997.

Student Entitlement

Students in years 7-11 are entitled to:

- Find out about technical education qualifications and apprenticeships opportunities, as part of a careers programme which provides information on the full range of education and training options available at transition.
- Hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships – through options evenings, assemblies and group discussions and taster events.
- Understand how to make applications for the full range of academic and technical courses.

Management of Provider Access Requests

Procedure

A provider wishing to request access should, in the first instance, contact the Head of Careers or the Assistant to Head of Careers. Any requests will be considered in relation to the efficient running of the school by the Senior Leadership Team.

Opportunities for Access

A number of events, integrated into the school's careers programme, will offer providers an opportunity to come into school to speak to students and/or their parents – as outlined below.

Year 7	Assemblies / PSHE lessons /Enrichment and Drop Down Days/Curriculum links to Business/Careers Fairs
Year 8	Assemblies / PSHE lessons /Option Evenings/Enrichment and Drop Down Days/Curriculum links to Business/Careers Fairs
Year 9	Assemblies / PSHE lessons / Activity days/Mock Interviews/Curriculum links to Business/Careers Fairs
Year 10	Assemblies / PSHE lessons/Work Experience/Enrichment and Drop Down Days/Curriculum links to Business/Drop-in sessions/Careers Fairs
Year 11	Assemblies / 16+ Evenings / PSHE Lessons/Curriculum links to Business/Drop-in Sessions/Careers Fairs

Requests should be emailed at least 12 weeks in advance of an activity/presentation delivery date. All requests will be given due consideration from the Senior Leadership Team and the Head of Careers. Requests will be refused if:

- They impact on students preparation for public or internal exams;
- They clash with other planned school events;
- The school is unable to provide staff to support the event;
- Rooming is unavailable due to timetabling.

Premises and Facilities

The School will make the main halls, classrooms or private meeting rooms available for discussions between the provider and students, as appropriate to the activity. The School will also make available AV and other specialist equipment that is available to support provider presentations. This will all be discussed and agreed in advance of the visit with the Head of Careers. Providers are welcome to leave a copy of their prospectus or other relevant course literature with the Careers Team. Students will be notified that these are available to them.

Parental 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 child. The school is keen to foster parental involvement in the Careers Programme, wherever possible.

Events for Parents and Carers

Parents/carers are invited into school to discuss their son/daughter's progress at Parents' Evenings. Representatives of the Careers Team, as well as education and training providers, attend events for specific year groups. In addition, specialist events for parents include Key Stage 4/GCSE Options Evening (Yr8), and Post-16 Options Evening (Year 11).

Parents/carers are kept up to date with career-related events and activities affecting their son/daughter via letters and texts home, the school website/portal and social media. Parents/carers are welcome to attend careers meetings, by prior arrangement and, in some cases, will be asked to attend. They are also welcome to make contact with the Career's Team at school, should they have any questions or concerns.

Equal Opportunities

The school is keen to promote equal opportunities, challenge stereotypes and address limiting beliefs. 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.

Monitoring and Evaluation

When monitoring the success of the Career's Programme, the school considers formal and informal measures, qualitative and quantitative data and hard and soft outcomes for students.

The Career's Programme is evaluated in a number of ways, including:

- Student feedback on their experience of the careers programme and what they gained from it;
- Gathering informal feedback from external partners;
- Student destination figures post-16.