



BIRCHENSALE MIDDLE SCHOOL

Careers and Provider Access Policy

Date adopted by Governors: September 2020

Date of next review: September 2021

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Mrs W Rigby – Chair of Governors

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1. Statement of intent

This policy is underpinned by Sections 42A and 45A of the Education Act 1997, and has due regard to the DfE's statutory guidance, 'Careers guidance and access for education and training providers', which was last updated in October 2018.

It sets out the school's arrangements for managing the access of providers to pupils at the school for the purpose of giving them information about the provider's education or training offer. This complies with the school's legal obligations under Section 42B of the Education Act 1997.

The main aims of careers provision at Birchensale Middle School is to develop the skills, attitudes and abilities of our students to enable them to make effective decisions about their future education, training, employment and life as an adult member of society. We aim to ensure that all students have an equal entitlement to high quality careers education, information, advice and guidance, that:

- raises aspirations;
- empowers our pupils to plan and be inspired for their own futures;
- helps them understand the world of work and the personal and academic skills required to be successful within it;
- helps them to explore a broad range of career options;
- actively promotes equality of opportunity and challenge stereotypes;
- provides for the particular needs and aspirations of pupils, as well as offering a basic entitlement to broad areas of experience;
- equips pupils with the skills and knowledge for a fast-changing world;
- stimulates the development of lively, enquiring minds and provides the conditions in which creativity, imagination, improvisation, confidence in risk taking and a thirst for new ideas and understanding can flourish.

2. Legal framework

This policy has due regard to legislation and statutory guidance, including, but not limited to, the following:

DfE 'Careers guidance and access for education and training providers'
2018
Education Act 1997
Education and Skills Act 2008
Apprenticeships, Skills, Children and Learning Act 2009
Equality Act 2010
Children and Families Act 2014
Technical and Further Education Act 2017
Schedule 4 (15) of the School Information (England) Regulations 2008

3. Roles and responsibilities

Birchensale Middle School is responsible for ensuring all pupils in Years 7-8:

- 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 each transition point;
- hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships – through options events, assemblies and group discussions and taster events;
- understand how to make applications for the full range of academic and technical courses.

The school's careers team is responsible for:

- Managing the provision of careers information.
- Liaising with each other to implement and maintain effective careers guidance.
- Establishing, maintaining and developing links with further education colleges, universities, apprenticeship providers and employers.
- Providing pupils with effective careers guidance and supporting social mobility by improving opportunities for all young people.
- Supporting teachers of careers education providing initial information and advice.
- Monitoring teaching and learning in careers education.
- Advising the Senior Leadership Team on policy, strategy and resources for careers education, information, advice and guidance.
- Preparing and implementing a Careers strategy.
- Reviewing and evaluating the Careers strategy
- Using the Gatsby Benchmarks to improve the school's careers provision and ensure compliance with legal duties, with an ultimate aim to meet all benchmarks.
- Allowing pupils to have access to providers of technical education, such as colleges, and apprenticeships to ensure every pupil is well-informed about their future options at every stage.
- Using the Compass tool for self-evaluating the careers provision the school offers.
- Publishing details of the school's careers strategy and a policy statement on provider access on its website.
- Reporting regularly to other members of the Senior Leadership Team, regarding pupil progress and the effectiveness of the school's career plan.
- Producing careers information and guidance through online and hard copy literature, and visual displays in school.
- Organising workshops for pupils and assemblies.

Teaching staff are responsible for:

- Ensuring careers education is delivered into their timetabled careers

sessions.

- Creating a learning environment that allows and encourages pupils to tackle real life challenges, manage risks and develop skills that can be applied to the workplace.

4. A stable careers programme

See Birchensale Middle School Careers Strategy September 2020-July 2021

Birchensale Middle School has its own careers programme in place which meets the requirements of the Gatsby Benchmarks. The programme will be reviewed termly against the benchmarks to ensure it remains on target using the Compass self evaluation tool.

5. Labour market information

See Birchensale Middle School Careers Strategy September 2020-July 2021

6. Addressing the needs of pupils

See Birchensale Middle School Careers Strategy September 2020-July 2021

- The school's careers programme will aim to raise the aspirations of all pupils whilst being tailored to individual needs. The programme will inform pupils of the range of opportunities available to them, encouraging them to aim higher and make choices relevant to what they feel they can achieve.
- All forms of stereotyping will be prohibited in the careers advice and guidance that is provided, to ensure pupils from all backgrounds, gender and diversity groups, and those with SEND, can consider the widest possible range of careers.
- The school will ensure that careers guidance is differentiated, if appropriate, and based on high aspirations and a personalised approach.
- All staff working with pupils will support them to develop the necessary skills and experience to succeed and fulfil their potential.
- Careers guidance and experience will be tailored to pupils based on their own aspirations, abilities and needs.
- Pupils will be prepared for encounters with employers and provided with any special support that will allow them to benefit fully from the experience.

7. Curriculum

See Birchensale Middle School Careers Strategy September 2020-July 2021

The school will work to encompass careers education and guidance into subjects across the curriculum. All teachers will be asked to support the career development of young people in their role and through their subject teaching.

8. Management of provider access requests

Procedure

A provider wishing to request access should contact Anne Willis, Librarian
Telephone: 01527 68430 Email: enquiries@birchensale.worcs.sch.uk

Opportunities for access

A number of events, integrated into the Year 7 and 8 school careers programme, will offer providers an opportunity to come into school to speak to pupils and/or their parents/carers. See Birchensale Middle School Careers Strategy September 2020-July 2021

Premises and facilities

The school make the main hall, 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 to support provider presentations. This is all discussed and agreed in advance of the visit with the Careers Leader or a member of their team.

Providers are welcome to leave a copy of their prospectus or other relevant course literature at the Careers Resource area, which is managed by the school librarian, Anne Willis. The Resource area is available to all students at lunch and break times.

Staff members responsible for careers are:

Paul Homer – KS3 Pastoral Lead (SLT)

Amy Evans – Curriculum Lead (SLT)

Oliver Cooke– Head of PSHE

Alistair Sullivan – Head of Year 7

Ben Wilkes – Head of Year 8

Anne Willis - Librarian

Dominika Plenzler. – Governor

9. Monitoring and review

Birchensale Middle School will review this policy on an annual basis. The Headteacher and Careers team will review and make necessary changes to this policy and will communicate these to all members of staff.