

Worcestershire Careers Hub  
Member School

# BIRCHENSALE MIDDLE SCHOOL

## SCHOOL CAREERS STRATEGY AND ACTION PLAN

SEPTEMBER 2023

to

AUGUST 2024

Our Vision

*Every student leaves Birchensale with the skills, motivation and personal qualities to enable lifelong success.*

The vision of our school is embodied in the words “Belong, Motivate, Succeed”. We believe in the value of every child who enters our doors. We strive to ensure that everyone feels they **belong** in our school community; happy, valued and respected. We lay the foundations of a love of learning that will **motivate** children, giving them a clear sense of purpose, resilience and enthusiasm for the rest of their lives. We recognise that every Birchensale pupil deserves the best and we aim to help them **succeed** by reaching their potential in every area of school life – academic, social, personal, physical and spiritual. We do this by ensuring that each child has

access to an inclusive curriculum, which allows individuals the scope to explore their talents, stretches the most able and supports them when needed.

**Our high expectations mean we are continually striving to improve and as we approach the challenges of the learning journey together.**

# Our Values

*Birchensale Middle School lies at the heart of the community. Our caring family values ensure the best possible environment for every pupil to realise their full potential.*

## **Belong**

- Staff, pupils and parents work together to create a community spirit.
- In our caring, supporting family environment pupils develop confidence and resilience.
- We are relentlessly positive about our school, ourselves and those around us.
- We value respect, politeness and honesty, at all times.

## **Motivate**

- Pupils are motivated by a broad, balanced and inclusive curriculum, that recognises fun and enjoyment at the heart of learning and development.
- We encourage curiosity and enthusiasm through a wide offer of experiences.
- Our positivity about our school, ourselves and those around us builds our self-esteem.
- We set high expectations and strive for excellence.

## **Succeed**

- Success is every pupil achieving their full potential, no one gets left behind.
- We act as role models and achieve excellent results as we know what works.
- The value we place in open, honest communication enables our pupils to form successful relationships with everyone they meet.
- Our pupils leave Birchensale equipped to meet the challenges of the future.

**Birchensale Middle School is an  
active member of the  
Worcestershire Careers Hub and  
supports the development of  
Worcestershire's Future Workforce  
through the Worcestershire  
Enterprise Adviser Network**



**BIRCHENSALE MIDDLE SCHOOL  
CAREERS STRATEGY**

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### INTRODUCTION

**‘Birchensale Middle School lies at the heart of the community. Our caring family values ensure the best possible environment for every pupil to realise their full potential’.**

There has never been a time when careers guidance has been as important for young people as it is today. At Birchensale Middle School, we have a vital role to play in preparing our pupils for the next stage of their education or training and beyond. Our pupils will be embarking upon a career pathway, which is more challenging and complex than that faced by previous generations. Global opportunities and increasing technological advances will result in young people having several careers during their working life and potentially working in a career that does not currently exist.

With the greater choices of education, training and employment, our aim is to prepare pupils for these ever-changing opportunities, responsibilities, and experiences and to equip them with the skills to manage the choices, changes, and transitions ahead of them.

We have a whole school approach to careers education. This allows pupils to access the necessary information to help them make informed decisions about their futures. Our

careers programme throughout the year supports our careers education curriculum and in line with the most recent careers guidance strategy (Last updated Jan 23).

## **BIRCHENSALE MIDDLE SCHOOL CAREERS STRATEGY**

### **Purpose and aims**

Birchensale Middle School is fully committed to ensuring that all of our pupils acquire the skills, knowledge and attitudes to manage their learning and career progression.

Birchensale Middle School has already established a range of effective careers guidance activities which we hope will guide support our pupils to achieve positive destinations such as A 'levels, Higher Education, Apprenticeships, Technical routes or Employment.

This careers strategy sets out Birchensale Middle School's key approaches internally and externally to enhance the current careers guidance activities and participation opportunities already available to our pupils. The aim is to ensure that pupils are fully prepared for and informed effectively about their next steps and can therefore aspire to achieve their full potential. We want to ensure that our pupils have both the aptitude and interpersonal skills to effectively communicate and add value within the workplace.

The school will collaborate throughout this strategy with a range of external agencies to help us ensure we will meet all the mandatory requirements contained within the Department for Education's careers strategy (last updated Jan 23). These partnerships will include working alongside The Careers and Enterprise Company (CEC), The Worcestershire Local Enterprise Partnership (WLEP), Worcestershire County Council (WCC), Further Education (FE) and Higher Education (HE) providers, Worcestershire Apprenticeships (WA) and a wide range of local employers.

High quality careers guidance is a crucial part of improving social mobility. Young people make choices based on what they know and what they think is available to them. If our young people are made fully aware of the career pathways and opportunities available to them, they will be more able to make informed choices about which qualifications and career pathways which will enable them to achieve their goals.

## **BIRCHENSALE MIDDLE SCHOOL**

This strategy outlines our whole school approach to delivering careers guidance to all of our pupils throughout their journey through education. Careers activity will therefore take place across years 5 through to year 8 as part of the mandatory requirements set by the Department for Education and contained within the Gatsby Benchmarks.

### **Strategic Careers Leader**

As set out within the Department for Education's Careers Strategy Birchensale Middle School is required to have a designated member of our Senior Leadership Team named as our schools Strategic Careers Lead.

The Strategic Careers Lead will have the responsibility to make sure that we as a school meet our mandatory requirements and continue to work towards achieving all eight of the Gatsby Benchmark.

Mrs A Evans has agreed to undertake this role.

Mrs A Evans will provide both the Head Teacher and the board of governors with regular updates on our progress and will work closely with the Worcestershire LEP delivery team, our assigned Enterprise Adviser and local employers to ensure we deliver this strategy.

### **Our Careers Team**

Mrs A Evans will lead our team which will include the following staff members:


Mrs A Willis  
Mr A Neale  
Miss V Edwards  
Miss A Gardiner

### **Our Enterprise Adviser**


Through the Worcestershire LEPs Enterprise Adviser Network Birchensale Middle School are delighted to have been assigned our own designated enterprise adviser

Mr M Ridings will be supporting our careers team to assist us to facilitate careers related activity which will help us achieve Gatsby Benchmarks 5 and 6.

May we introduce our assigned Enterprise Adviser –



ENTERPRISE ADVISER BIO

<p><b>NAME</b> Mark Ridings</p> <p><b>POSITION</b> Director / Owner</p> <p><b>ORGANISATION</b> Lasercomb dies Ltd</p>	<p><b>PROFILE PICTURE</b></p> 
<p><b>PROFESSIONAL BACKGROUND / BRIEF DESCRIPTION OF CURRENT ROLE</b></p> <p>I started as an apprentice in the Packaging industry in 1972, i have worked my way through the industry in various roles, Manufacturing, Sales, Director and then as an owner of a business. During this time I have bought and sold companies gaining an amazing amount of experience which i feel can now benefit others as they start their careers.</p>	
<p><b>IN YOUR OWN WORDS WHY IS IT IMPORTANT TO SUPPORT THE DEVELOPMENT OF WORCESTERSHIRE'S FUTURE WORKFORCE?</b></p> <p>It is vital for industry to support education, to ensure students are getting a balanced view of the opportunities that are available to them. For industry, schools and colleges provide an essential pool of new staff, but it is up to businesses to show students why they should consider industry as a career choice.</p>	
<p><b>WHY DID YOU DECIDE TO BECOME INVOLVED WITHIN THE CEC INITIATIVE?</b></p> <p>I chose to get involved because i want to help students develop and grow to reach their full potential. I had mentors in my career that helped me, its now time to give back.</p>	
<p><b>ANY OTHER INFO (ACHIEVEMENTS / AWARDS / PERSONAL GOALS ETC.)</b></p> <p>Biggest achievement was buying the company i worked in and then opening a new business in the USA. It has then been a privilege to be part of the journey that has seen both the companies and the teams within those businesses grow and prosper.</p>	



Worcestershire  
Local Enterprise Partnership

THE CAREERS &  
ENTERPRISE  
COMPANY

**Current position at Birchensale Middle School**

Pupils are currently receiving the following careers related support or participating within the activities listed below during their journey through school:





**Parents contribute to the delivery of careers guidance through:**

Careers Talks

**Partnership Arrangements and Employer Contacts**

Birchensale Middle School has strong links with:

- Worcestershire Careers Hub.
- Worcestershire Local Enterprise Partnership
- Further Education providers
- The local business community
- Alumni and Parents
- Redditch Business Leaders

**Objectives for 2023 to 2024**

- To further raise the profile of careers across the whole school.
- To continue to strive towards meeting the eight Gatsby Benchmarks for good career guidance as recommended by the Department of Education Careers Strategy 2018.
- To raise aspirations by ensuring students have knowledge of routes into further education, higher education and apprenticeships.
- To ensure staff at the school have an awareness of linking curriculum learning to careers and are able to demonstrate the relevance of subjects to students when considering a future career.

**Gatsby Benchmarks**

In line with the Department for Education's careers strategy, Birchensale Middle School aims to fulfil the eight expectations set out within the 'Gatsby Benchmarks' which provide a framework to ensure that the school has formed a careers programme which falls in line with legal requirements. The following eight benchmarks are at the core of good careers and enterprise provision:

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

**1. A Stable Careers Programme**

## **BIRCHENSALE MIDDLE SCHOOL**

- To ensure the careers programme is delivered by individuals with the right skills and experience. The school will, wherever possible, use qualified careers professionals to offer advice and guidance to all or the overwhelming majority of pupils.
- To enable pupils to understand the full range of opportunities available to them, the skills that are valued within the workplace and to have first-hand experience of a work environment.
- To develop and publish a careers programme that will raise the aspirations of all pupils regardless of academic ability and is tailored to meet their individual needs wherever possible.
- To ensure our Careers Strategy is fully supported by the Senior Leadership team within school and is approved by the board of governors.
- To ensure there is a clear focus on the activities which support enterprise, employability skills, workplace experiences and qualifications which employers' value.
- To regularly evaluate our careers strategy to determine the impact of our careers related activity based on the feedback provided to us by pupils, teachers, employers, and where appropriate parents.
- To maintain high quality careers provision endorsed by the Careers and Enterprise Company and to review the improvement of our programme by using the Compass evaluation and Compass Careers Dashboard tools.

### **2. Learning from Career and Labour Market Information**

- To encourage and increase the use of online careers tools and packages across all year groups. Working with our own careers team, key partners, stakeholders, local and national professional bodies.
- To utilise and then support the development of labour market information to ensure staff and pupils are informed in their decisions and the advice being given. Work with the Worcestershire LEP and the Careers and Enterprise Company to help establish key priority areas which need to be developed.
- To promote the values of labour market information to parents /carers (where appropriate) to access and understand this information. To investigate careers and opportunities in learning, work and apprenticeships and how these meet the local and national priorities.

### **3. Addressing the Needs of the Pupil**

- To develop mechanisms to report, track and monitor compliance in relation to the Careers Strategy objectives.
- To develop accurate tracking systems to ensure pupils are able to keep track of their own journey, record and access the advice they have received and monitor the agreed actions and next steps
- To ensure that a programme of activity takes place which raises the aspirations of all pupils and challenges stereotypical thinking in terms of equality and gender.
- To ensure that pupils with particular vulnerabilities and those who are at risk are appropriately supported and identified through close working relationships with the full range of educational and support agencies.

## **BIRCHENSALE MIDDLE SCHOOL**

- To ensure that careers guidance for learners with special educational needs and disabilities (SEND) is differentiated, where appropriate, and based on high aspirations and a personalised approach. Careers guidance for learners with SEND should be based on the pupils' own aspirations, abilities and needs.

### **4. Linking Curriculum Learning to Careers**

- To ensure that subject teachers across the whole school support the delivery of careers education and guidance and are able to link the content of curriculum with careers, even in lessons which are not specifically occupation led. Subject specialist staff can be powerful role models to attract pupils towards their field and the careers that flow from it.
- To integrate national initiatives and project opportunities within the curriculum to enhance that range of careers related activity taking place within school. e.g. Young Enterprise and Code Clubs.
- To ensure that careers related activities are built in throughout the school year and not just towards the end of any given topic / subject being delivered.
- Specific focus will initially be placed on linking curriculum to careers in English, Maths, Sciences and PHSE lessons.

### **5. Encounters with Employers and Employees**

- To ensure that pupils receive at least ONE meaningful encounter with an employer during every year they are at school.
- To increase the number of activities which are conducted within school with the support of local employers.
- To ensure that pupils have the opportunity to improve employability skills and their understanding of and awareness of entrepreneurship.
- To enable learners to gain the confidence to compete in the labour market by providing opportunities to gain the practical know-how and attributes that are relevant to gaining employment.
- To develop marketing materials for employers which will help them easily understand the impact of their involvement, the breadth of options available to them and the ways in which they can show they meet their corporate social responsibility.
- To create mechanisms where parents and alumni can express their interest to actively support employer related activity taking place within the school.
- The school will also encourage pupils and parents to attend careers events such as the Worcestershire Skills Show held annually in March and the Worcestershire Apprenticeship show held annually in October.

### **6. Experiences of the Workplace**

- To ensure that pupils receive at least ONE meaningful experience of the workplace by the end of year 11
- To ensure that pupils receive at least ONE further meaningful experience of the workplace during years 12 and 13.

## **BIRCHENSALE MIDDLE SCHOOL**

- To increase the number of employer workplace visits which will take place to enable pupils to gain more of an understanding of the wide range of employment opportunities available within specific industry sectors based in Worcestershire.
- To strengthen our links with local employers and support our Enterprise Adviser to facilitate careers related activity within school

### **7. Encounters with Further and Higher Education**

- To ensure all / overwhelming majority of pupils receives at least ONE meaningful encounter with Sixth Form Colleges and FE Colleges.
- To ensure all / overwhelming majority of pupils has been provided with information about the full range of apprenticeships including higher level apprenticeships through the Worcestershire Apprenticeships activity offer.
- To ensure all / overwhelming majority of pupils have experienced meaningful encounters with universities.

### **8. Personal Guidance**

- Ensure all / overwhelming majority of pupils have had an interview with a professional and impartial careers adviser by the end of year 11
- Ensure all / overwhelming majority of pupils has had at least TWO interviews with a professional career's adviser by the end of year 13.

### **Promotion of Careers related activities**

Birchensale Middle School will encourage the promotion of ALL careers related activity which takes place within the school through the creation of case studies and will begin to share this activity through our school Twitter account and other social media channels.

This careers strategy document along with any case studies documents that are created may be placed on the school's website. These will also be shared with the Worcestershire LEP to be used to promote best practice across ALL career's hub member schools.

This promotion will enable us, and our partner organisations, to be able to capture the evidence we are required to provide both OFSTED and the Careers and Enterprise Company (and demonstrate that the activity taking place within our school) meets the requirements set out within the Department of Education's Careers strategy.

**Action Plan 2023/24**

**BIRCHENSALE MIDDLE SCHOOL**

	<b>Spring Term 2024</b>			
<b>Year Group</b>	<b>Activity Description</b>	<b>Date</b>	<b>Covering Benchmark</b>	<b>RAG Status</b>
	<b>Autumn Term 2023</b>			
<b>5 Year Group</b>	<b>Activity Description</b>	<b>Date</b>	<b>Covering Benchmark</b>	<b>RAG Status</b>
	PSHE&C lessons: Success and Achievements.	Spring 2	4, 5	
5	STEM challenge	Spring 2	4, 5	
5	Colourful Careers (Introduction to careers)	Spring 2	5, 4	
6	PSHE&C lessons: Careers and Stereotypes.	Spring 12	4	
6	Job Skills	Spring	4	
6	Dogs Trust and careers	Autumn 2	4, 5	
6	Being a GP	Spring 2	4	
6	Aiming High	Autumn 2	3, 4	
6	STEM challenge	Spring 2	4, 5	
7	PSHE&C lessons: What is Budgeting?	Autumn 2	4	
7	Skills Shop: Personal Budgeting Plan; Savings, Loans and Interest Rates;	Spring 12	5,6,7	
7	PSHE&C lessons: Resilience and Coping	Spring	4	
7	Compassion Questionnaire	Autumn 2		
8	Talent Foundry	Spring 2	5	
7	First Aid	Autumn 1	5	
8	Talent Foundry	Spring 2	5	
7	Rollercoaster Challenge	Autumn 2		
8	Step into NHS competition	Spring 2	4, 5	
8	PSHE&C lessons:: Communication Skills;	Autumn 2	4	
8	Entrepreneurship: Budgeting and Saving; Tax and NI; Teamwork Skills; Income and Expenditure; Public Services.	Spring 12	7	
8	Talent Foundry	Autumn 2	5	
8	Mock interviews	Autumn 2	5, 7, 8	
8	Severn Trent	Autumn 2	4, 5	
8	Dragons Den	Autumn 2	4, 5	
8	Careers Quiz	Autumn 2	4	

**Careers Programme and Provider Access Policy**

	Summer Term 2024			
Year Group	Activity Description	Date	Covering Benchmark	RAG Status
6	PSHE&C lessons: What is Money? Attitudes about money.	Summer 2	4	
8	Apprenticeship Assembly	Summer 1/2	7	
8	Talent Foundry	Summer 2	5	
8	Big Bang Fair	Summer 2	5, 6, 7	

**Introduction**

This policy statement sets out the 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.

Birchensale Middle School is committed to providing a personalised education package for all our pupils, and this is reflected by our careers programme. Pupils will access different elements of the programme at different stages of their education whilst the focus will always be on preparing them for their future pathways, considering their own preferences. Our Careers Action Plan outlines our generic careers offer from **Year 5 to Year 8**. For some pupils, a more personalised offer will be in place.

Our focus links directly to the requirements of the ‘Gatsby Good Career Guidance’ report (2014) which became the basis for the statutory ‘Career’s guidance and access for education and training providers’ (2023).

**Pupil entitlement**

The statutory guidance is relevant to ‘all pupils in years 7-13’ and we will also consider young people’s developmental ages when preparing appropriate careers activities at Birchensale Middle School ensuring that our pupils receive a careers programme which offers them opportunities to:

- find out about technical education qualifications and apprenticeship 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.

## BIRCHENSALE MIDDLE SCHOOL

- understand how to make applications for the full range of academic and technical courses.

### **School's Careers Leader**

Parents, teachers, and employers may gain further information about our careers programme by contacting:

**Mrs A Evans**  
**Personal Development Lead**  
**0152 768 430**  
**Careers@birchensale.bmat.co.uk**

### **Measuring and Assessment of the impact of the careers programme on pupils.**

Evaluation of our careers programme is designed to enable us to examine what we do; consider how we can improve it and provide stakeholders with a summary of this.

This will include gathering information from the pupils about how they feel about their experiences in relation to the careers programme.

Pupil progress in Careers lessons will be evaluated each term as part of our ongoing Pupil Tracking process.

It is our aim to provide pupils with both experiences of the workplace and / or encounters with employers. These encounters and experiences will take place as part of curriculum lessons / workplace visits / assemblies / attending Careers Fairs and Events.

### **Application for Provider Access**

#### **Introduction**

This document 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.

#### **Pupil entitlement**

All pupils in years 7-13 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 each transition point.

☑ to 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.



to 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 contact Mrs A Evans

Telephone: 0152 768 430

Email: [enquires@birchensale.bmat.co.uk](mailto:enquires@birchensale.bmat.co.uk)

#### **Opportunities for access**

The school offers a comprehensive Careers Education, Information, Advice and Guidance programme and an overview of this programme can be seen in the School's Careers Charter which can be seen on the school website.

Please speak to our Mrs A Evans to identify the most suitable opportunity for you.

The school will make a suitable space available for discussions between the provider and students, as appropriate to the activity. The school will also make available ICT and other specialist equipment to support provider presentations. This will all be discussed and agreed in advance of the visit with the Mrs A Evans or a member of their team.

All requests will be given due consideration by **Birchensale Middle School** and Senior Leadership link and requests will be refused if:

- They impinge on pupils' preparation for public or internal exams.
- They clash with other school events such as visits, other speakers, well-being days, school photographs, sports days, public or internal exams, parents' communication events etc.
- The school is unable to provide staff to support the presentation or talk due to previous commitments.
- Rooming for the talk or event is unable to be found due to timetabling clashes

## BIRCHENSALE MIDDLE SCHOOL

Providers are welcome to leave a copy of their prospectus or other relevant course literature with the Careers Advisor so that they can be displayed in the Careers Section of the school library.

### Feedback

**Birchensale Middle School** welcomes parental and employer participation within our careers related activities. Should you wish to support our activity or provide feedback on our Careers Strategy then please contact our Strategic Careers Lead directly.

### Provider Access Legislation

The provider access legislation is new guidance that came into force from January 2023. It is a key mechanism to further help learners understand and take-up, not just apprenticeships, but wider technical education options such as T-Levels and Higher Technical Qualifications.

The updated provider access legislation (PAL) specifies schools must provide at least six encounters for all their students:

- Two encounters for pupils during the 'first key phase' (year 8 or 9) that are mandatory for all pupils to attend.
- Two encounters for pupils during the 'second key phase' (year 10 or 11) that are mandatory for all pupils to attend.
- Two encounters for pupils during the 'third key phase' (year 12 or 13) that are mandatory for the school to put on but optional for pupils to attend.

In the context of the provider access legislation, a provider is an organisation that offers approved technical education qualifications or their representative, for example an FE college or training provider.

A provider, to whom access is given, must deliver an encounter that includes the following:

- Information about the provider and the approved technical education qualifications or apprenticeships that the provider offers
- Information about the careers to which those technical education qualifications or apprenticeships might lead
- A description of what learning or training with the provider is like
- Responses to questions from the pupils about the provider or approved technical education qualifications and apprenticeships.

The full statutory guidance from DfE can be found here [Careers guidance and access for education and training providers – GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/careers-guidance-and-access-for-education-and-training-providers).

## BIRCHENSALE MIDDLE SCHOOL

### Useful links / Resources

The Careers Enterprise Company	<a href="https://www.careersandenterprise.co.uk/">https://www.careersandenterprise.co.uk/</a>
The Careers and Enterprise Company Resource Directory	<a href="https://resources.careersandenterprise.co.uk/">https://resources.careersandenterprise.co.uk/</a>
Gatsby Foundation	<a href="http://www.gatsby.org.uk/education/focus-areas/good-career-guidance">http://www.gatsby.org.uk/education/focus-areas/good-career-guidance</a>
Post 16 Skills Plan	<a href="https://www.gov.uk/government/publications/post-16-skills-plan-and-independent-report-on-technical-education">https://www.gov.uk/government/publications/post-16-skills-plan-and-independent-report-on-technical-education</a>
Skills For Worcestershire	<a href="http://www.skills4worcestershire.co.uk/">http://www.skills4worcestershire.co.uk/</a>
Government Careers Strategy December 2017	<a href="https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/664319/Careers_strategy.pdf">https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/664319/Careers_strategy.pdf</a>
Government Careers Guidance and Access for Education and Training Providers (Jan 2023 update)	<a href="https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1127489/Careers_guidance_and_access_for_education_and_training_providers.pdf">https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1127489/Careers_guidance_and_access_for_education_and_training_providers.pdf</a>
National Careers Service	<a href="https://nationalcareersservice.direct.gov.uk/">https://nationalcareersservice.direct.gov.uk/</a>
UCAS (Universities and Colleges Admissions Service)	<a href="https://www.ucas.com/">https://www.ucas.com/</a>
Worcestershire Local Enterprise Partnership	<a href="http://www.wlep.co.uk/">http://www.wlep.co.uk/</a>
Worcestershire Apprenticeships	<a href="http://worcsapprenticeships.org.uk/">http://worcsapprenticeships.org.uk/</a>
HOW College	<a href="http://www.howcollege.ac.uk/">http://www.howcollege.ac.uk/</a>
Kidderminster College	<a href="http://kidderminster.ac.uk/">http://kidderminster.ac.uk/</a>
Warwickshire College Group	<a href="https://wcg.ac.uk/page/1/home">https://wcg.ac.uk/page/1/home</a>
Worcester University	<a href="https://www.worcester.ac.uk/">https://www.worcester.ac.uk/</a>

**BIRCHENSALE MIDDLE SCHOOL**