

‘Growing together in the spirit of Christ’s love’

All Hallows Catholic High School



Careers Policy with Policy Statement on Provider Access 2024 - 2025

Signed by:

Headteacher: Mrs A Cooper

Chair of Governors: Mrs L Kitto

Date: Autumn Term 2024

Review Date: Autumn Term 2025

Rationale

All Hallows careers education programme provides our pupils with the opportunity to plan and manage their careers effectively, ensuring progression which is ambitious and aspirational. It promotes equality of opportunity, celebrates diversity and challenges stereotypes. It is designed to meet the Gatsby benchmarks and conforms to statutory requirements. In addition, as the number of apprenticeships rises every year, it is increasingly important that all young people have a full understanding of the options available to them Post-16.

Context

Each year, around 100 pupils attend our feeder Catholic college, Cardinal Newman which equates to approximately 58% of the cohort. 90% of the total cohort go on to tertiary education with approximately 10% going on to an apprenticeship. At each point where we deal with 'leavers' we ensure that appropriate advice and guidance is available, including information and support regarding apprenticeships, employment or re-commencement of study with another provider.

Commitment

All Hallows is committed to providing all pupils in Years 7-11 with a careers programme which is embedded into the curriculum and includes a variety of enrichment activities. The programme has been developed in line with the eight Gatsby benchmarks for ensuring best practice and to meet the requirements of the Department for Education's statutory guidance last updated August 2022.

The Gatsby Benchmarks

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

Aim

We aim to support pupils to make realistic and informed decisions about their future, by raising aspirations and providing impartial and independent information and guidance. The school is fully aware of the responsibility to set pupils on the path that will secure them their best outcome, without showing bias towards any route, be that academic or technical.

Objectives

To ensure that pupils:

- develop the skills and attitudes necessary for success in adult and working life
- are aware of the range of opportunities which are realistically available to them in continued education and training at 14+, 16+, including technical qualifications and apprenticeships
- are equipped with the necessary decision-making skills to manage those same transitions
- develop an awareness of the wide variety of education, training and careers opportunities both locally and nationally
- use effectively the paper-based, virtual and staff resources available so they can make informed and appropriate choices throughout their school journey
- benefit from links fostered between the school, local businesses and further education establishments
- experience the world of work and develop transferable skills • wherever possible leave the school to enter employment, further education or training to avoid the risk of pupils becoming NEET
- experience a culture of high aspirations, equality of opportunity, in which diversity is celebrated and stereotypes are challenged
- receive extra assistance and guidance to reach their potential, where this is necessary

Provision

Careers provision is mapped against the Gatsby benchmarks and evaluated once per term with Compass+. The current careers programme is delivered through a combination of methods, including explicit lessons provided within the taught Personal Development programme in Years 7 through to Year 11. Careers is also explicitly taught through the enrichment programme. Careers information is available in the LRC, from the careers office and in digital format via Unifrog, a platform which provides access to information on apprenticeships, universities, the labour market and career pathways. At Key Stage 3, this includes careers library research, aiming to raise pupil aspirations – exploring dream occupations and developing personal, social and employability skills. Assemblies and a parent and pupil information evening on choosing options are also provided. During enrichment days, Year 8 and 9 pupils experience sessions from external companies and organisations. At Key Stage 4, pupils continue research into careers and pathways into further education whilst developing skills in CV, letter writing, presentations and interviews. This includes a mock interview with an employer; a week's work experience at a self-arranged placement, supported by a parent information evening and assemblies on apprenticeships and A-level options. Individual interviews are held with the school's careers advisor, who also provides guidance on apprenticeships.

Several special events are also held, for example a careers fair evening, involving University, apprenticeship and careers representatives, to which Year 9 through to Year 11 pupils and parents are invited.

Roles and responsibilities

All staff contribute to the implementation of this policy through their role as tutors and as subject specialists. Subject specialists embed careers into their subject area. A range of connections between Further education providers and employers are exploited to support the curriculum through KS3 to 4.

Careers team

Mr C Thomas: Assistant Headteacher and Strategic Lead for Careers

Miss G Chambers: Personal Development Curriculum Co-ordinator

Mrs P Ayrton-Parker: Careers Advisor

Mrs E Clare: Link Governor

Monitoring, Recording and Evaluation

Built into the careers programme are opportunities for pupils to self-evaluate and reflect on their learning at key points, such as following work experience and mock interviews during Year 10. Pupils develop a profile on Unifrog through which their activities and skills development can be recorded and monitored by staff including form tutors, PD curriculum lead and the careers advisor. All participants in the programme complete surveys following key events including pupils, parents and employers. Leavers' destination information is also analysed.

Careers and SEND provision

Every pupil with SEND follows the same programme of careers as their peers, with adaption and support from the SEND team where appropriate. Pupils with SEND have an interview with the internal careers advisor and the SENDCO in Year 9 before the options process to enable early identification of any necessary adaptations or interventions according to need to support their career aspirations. Pupils can self-refer via Synergy and form tutors are also able to raise concerns. If current provision cannot fully address a pupil's additional need, advice will be sought from the National Careers Service. The Learning Manager, along with the SENDCO, meet with parents/carers to discuss option suitability where individual need is likely to have an impact on choices made during the option process. The SENDCO supports work experience placements, ensuring that providers are aware of individual needs, in order to promote a positive experience.

Entitlement

Please see [Appendix A](#) outlining pupil and parent entitlement.

Partnerships

The Careers programme is greatly enhanced through links which help to ensure that pupils' learning is current and relevant. We work closely with local employers and employees including previous pupils, parents and other local groups. A number of events, integrated into the school careers programme, offer providers an opportunity to come into school to speak to pupils and/or their parents. This involvement enhances the provision of work experience placements, careers talks, the careers fair, workplace visits and mock interviews.

In addition, we work closely with universities and the local FE Colleges such as Newman, Runshaw, Preston, Myerscough and Hutton. We always strive to expand and improve our contacts. Governors are regularly updated on the careers programme and there is an active link governor. School also works closely the Lancashire Careers Hub and Inspira, along with a wide range of providers in School. (Please see appendix C for list of employers involved in our Careers Fair).

Policy statement for provider access

A provider wishing to request access should contact Mr C Thomas (Assistant Headteacher), via 01772 746121 or cth@allhallows.lancs.sch.uk Please see Appendix B Provider Access Statement for further details.

Appendix A: Careers Entitlement

Pupils, within their careers programme, are entitled to:

- Receive a stable careers programme from Year 7 that continues until they leave school (or attend University, if taking a gap year).
- Receive relevant careers guidance and have access to independent careers information and guidance, including labour market data where relevant.
- Receive personal advice that helps pupils to achieve their individual careers goal – whether this is Higher Education, an apprenticeship or employment.
- Be equipped with the necessary skills to prosper in HE and employment.
- Have the relevant knowledge to make realistic and achievable goals based on their own interests and skills, whilst taking into account local job market information and relevant entry requirements.
- Receive up-to-date information about careers and skill-development opportunities.
- Understand how different subjects help keep different options open.
- Have access to additional help, whether this need is generated from a change of decision, personal circumstances or additional needs.
- Have meaningful and helpful encounters with employers and other education providers.
- Have a minimum of one week's work experience, with the opportunity for a second.

Pupils are expected to:

- Fully engage with careers lessons and activities.
- Utilise the available careers resources, including the on-line Unifrog platform.

- Record careers-related skills, participation and research, reflect upon what has been learnt.
- Identify and set goals for the future.
- Actively participate in workshops, presentations and visits from external employers or providers.
- Attend informative events such as Options Evening and the Careers fair.
- Use study and research spaces such as the careers and sixth form library appropriately and with respect for other users.
- Take advantage of opportunities offered outside school, such as school trips and projects.

Parents are entitled to have:

- Access to links to the National Careers Service information and other independent websites and resources via the school website.
- The opportunity to contact the careers advisor.
- Access to information and guidance through parent information evenings including choosing options and work experience.

Appendix B Provider Access Statement

This policy statement 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 8-11 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 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.

These provider encounters will be scheduled during the main school hours and the provider will be given a reasonable amount of time to, as a minimum:

- Share information about both the provider and the approved technical education qualification and apprenticeships that the provider offers.
- Explain what career routes these options could lead to.
- Provide insights into what it might be like to learn or train with that provider (including the opportunity to meet staff and pupils from the provider)

- Answer questions from pupils.

Meaningful provider encounters

For information: One encounter is defined as one meeting / session between pupils and one provider.

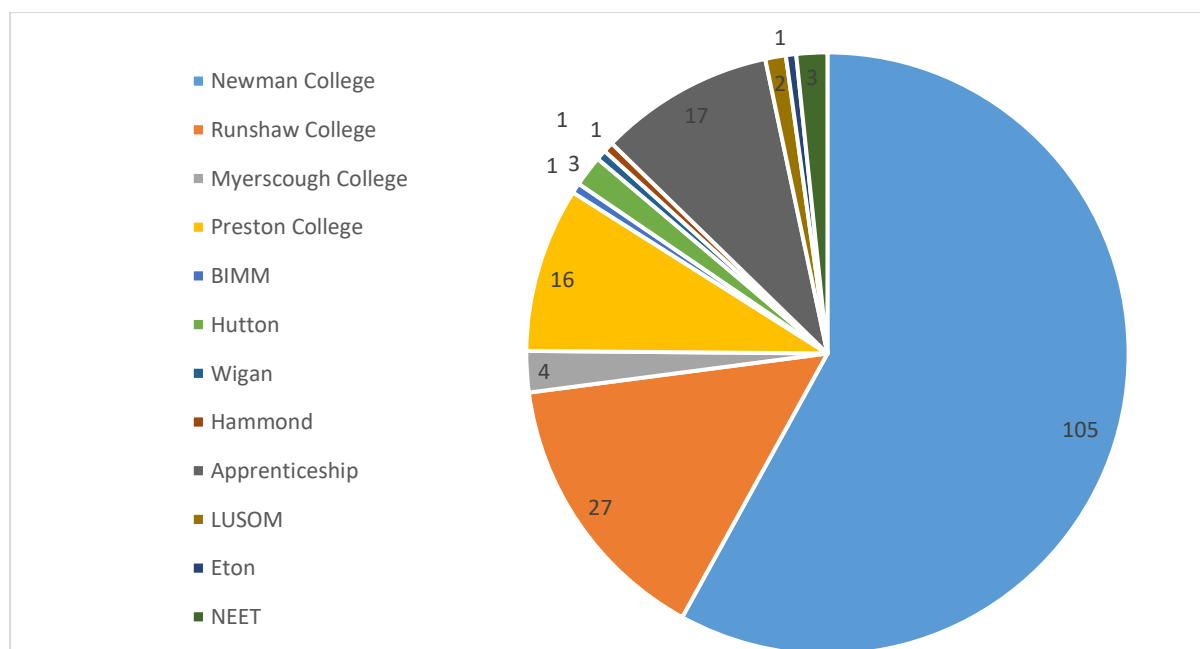
Meaningful online engagement is also an option, and we are open to providers that are able to provide live online engagement with our pupils.

Previous Providers

In previous terms / years we have invited the following providers from the local area to speak to our pupils:

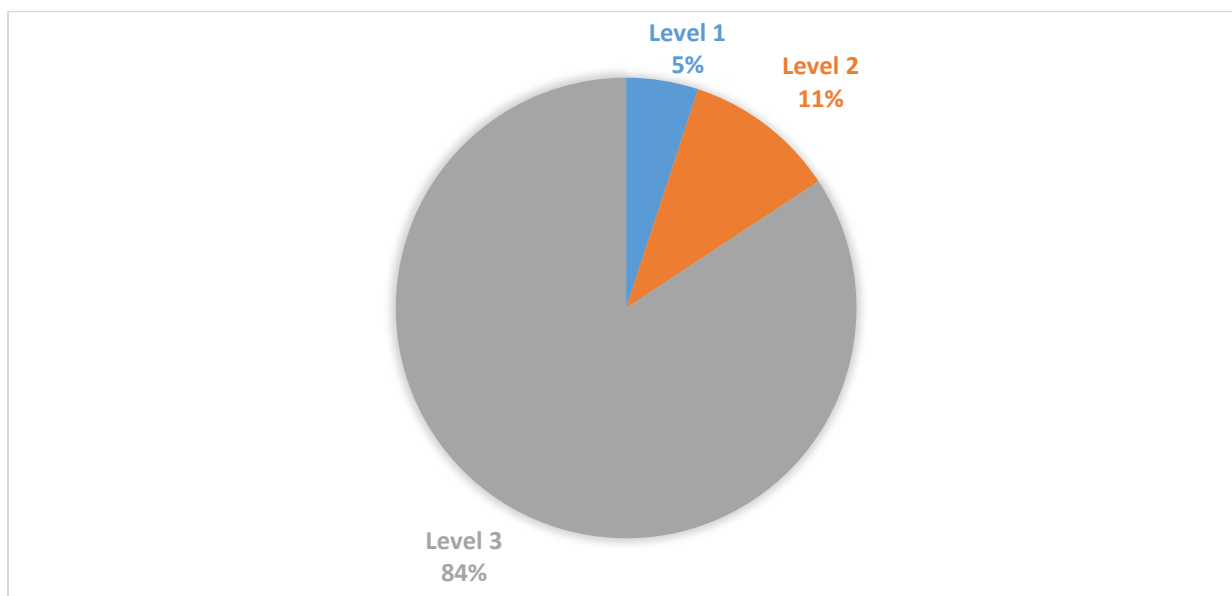
- Newman College
- Runshaw College
- Preston College
- Progress Futures
- Oxford University

Destinations Data Leavers 2023



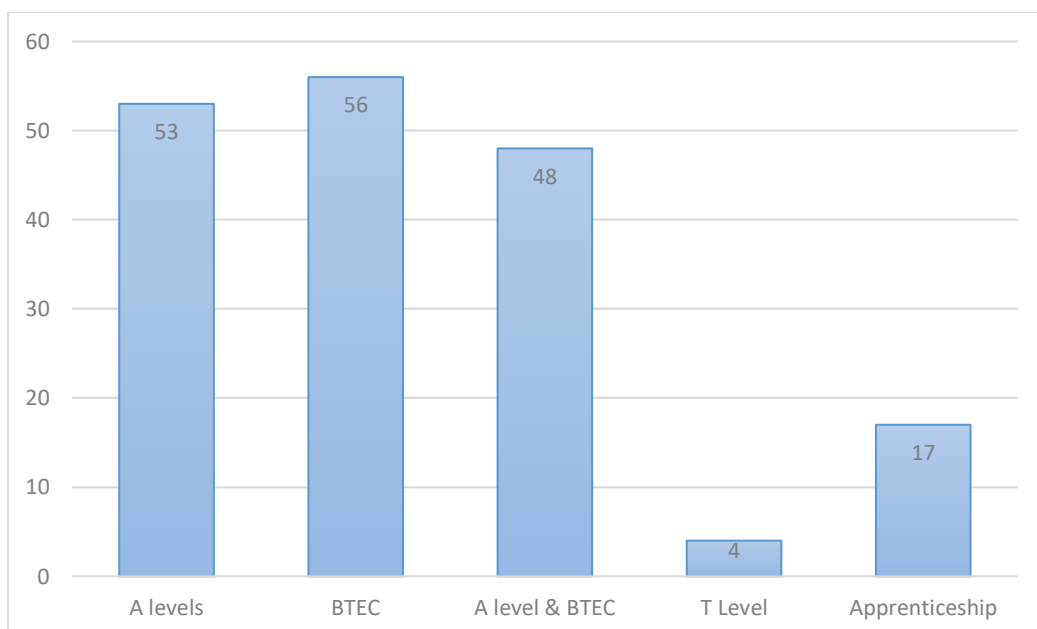
The number of destinations has increased post Covid and indicates that our pupils access a large number of destination options as part of their CEAIG (Careers, Education, Advice, Information and Guidance) Education. Over 50% continue to attend Cardinal Newman College and in this cohort, there has been an increase in numbers moving on to apprenticeship schemes.

Level of Study



Level 3 includes courses such as A Level, T Levels, Advanced apprenticeships. This year's cohort overwhelmingly went on to study courses at Level 3 and is in line with the ability of this cohort. All Level 1 and 2 courses were appropriate for the individual pupils.

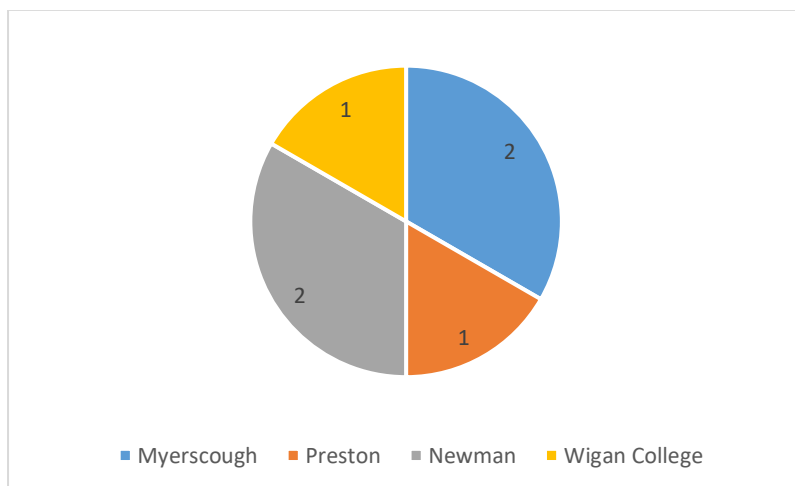
Courses Studied



The graph shows the number of pupils who went on to study different types of courses at KS5. A Levels continues to be a popular option however more pupils are choosing a mixture of BTEC and A Levels. T Levels remain relatively low despite significant levels of education with the pupils on their characteristics. Apprenticeships numbers are climbing mainly due to the increase in the availability and improved guidance. BTEC are also on the rise possibly

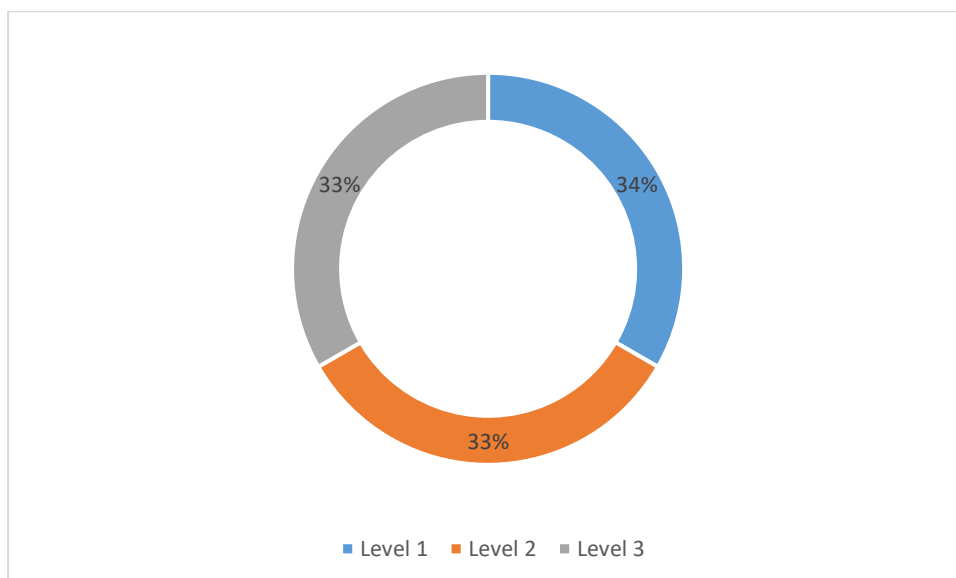
due to lower entry requirements or the effect of the pandemic on pupils preferring coursework over exam based subjects.

SEND Institutions of Study



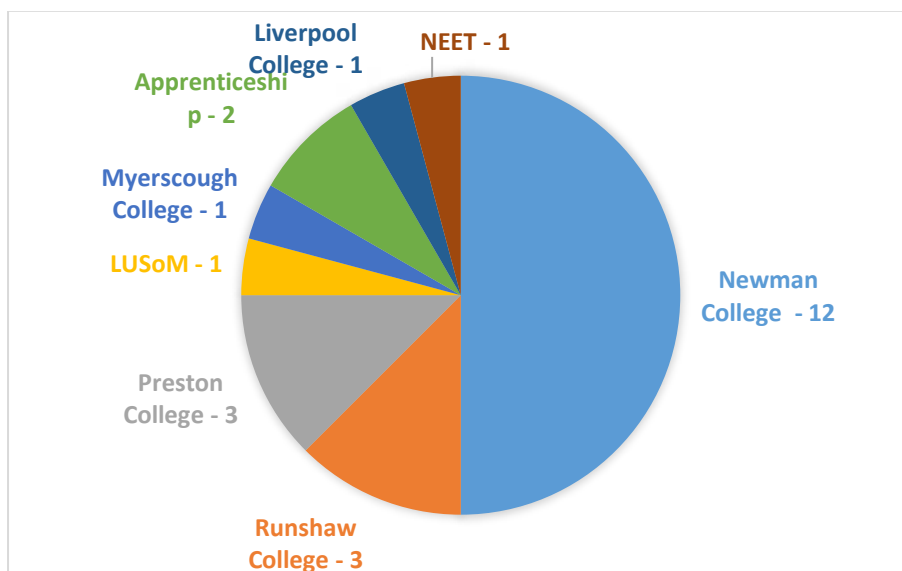
All SEND pupils receive one to one CEAIG education to give specific support when choosing their destination and choices of study.

Level of Study- SEND



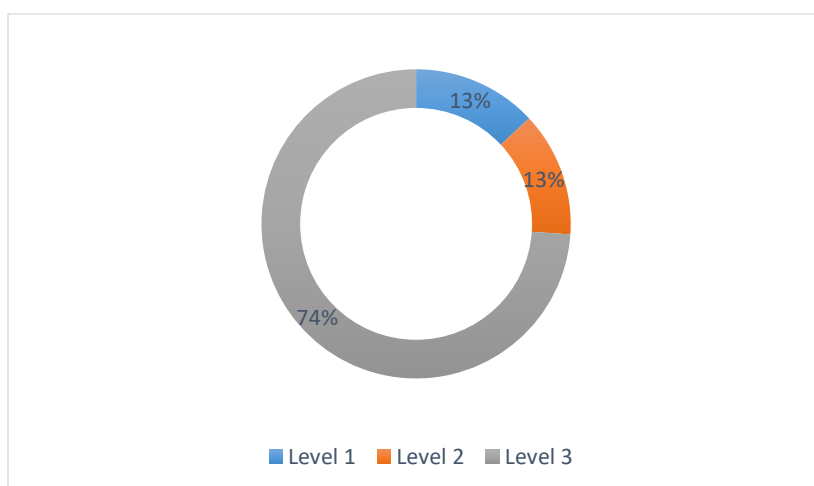
Where pupils study at Grades 1 and 2 it is appropriate to the needs and abilities.

Disadvantaged Pupils –Destinations



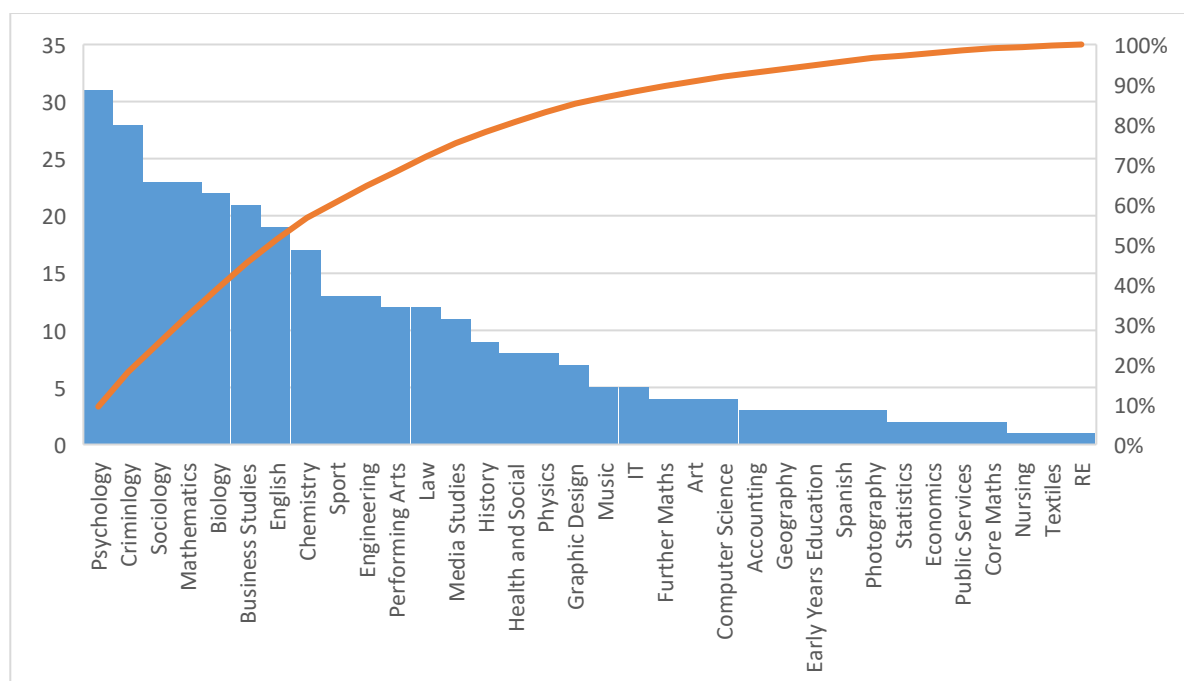
The graph shows a significant variety of KS5 destinations with pupils selecting the right place for their next stage of study. (NEET - Not in Education, Employment, or Training)

Level of Study – Disadvantaged Pupils



Almost 75% of our disadvantaged pupils went on to study at Level 3.

Subjects studied



The graph above shows chosen subjects, and how our pupils are choosing new subjects to study at college, STEM subjects are still high whilst subjects such as French, History, Geography and RE have only a very small uptake. Whilst there are no definitive reasons for the number taking subjects such as Psychology, Criminology and Sociology it is important that the careers provision provided by school provides relevant and extensive information to guide pupils into making an informed choice. As a school we provide data on destinations, we are advised to look at data to help us to evaluate and improve the careers provision. The Year 13 data this year shows 16% decrease in the number of students moving to year 13 at Newman College, resitting and leaving account for this reduction.

Opportunities for access

The school offers the four provider encounters required by law (marked in bold text on the table below) and a number of additional events integrated into the school careers programme. We will provide providers with the opportunity to come into school to speak to pupils and/or their parents / carers. Several events, integrated into the school careers programme, will offer providers an opportunity to come into school to speak to pupils and/or their parents/carers:

	Autumn	Spring	Summer
Year 7	Careers Week	Exploring possibilities: dream jobs What is a career? Using the Interests Profile Using the skills profile Careers and the future Enrichment Day	
Year 8	Edgehill University Visit: Mathematics Careers Week	Enrichment Day	
Year 9	Careers Fair Careers Week FE drop-in session	Decision making: choosing what to study at KS4 Taking control of your career	

		Working and earning: managing your money What is the labour market and why is it important? What comes after school: the main learning pathways What are my skills? Options Evening/Parents' Evening Enrichment Day FE drop-in session	
Year 10	Careers Week Careers Fair LUSOM FE drop-in session	Enrichment Day FE drop-in session FE Assembly – Taster Day	Health & Safety in the workplace Taster Day application Researching and contacting employers Work Experience Placement FE Taster Day
Year 11	Post 16 Choices, Choices Busting BTEC Myths Apprenticeships Writing a personal statement Mock Interview Applications College applications Interview Success – Barclays Life Skills Parents' Evening Careers Week Careers Fair LUSOM FE drop-in session BAe Apprenticeship Tour	Mock Interview Parents' Evening Enrichment Day FE drop-in session	

Since September, colleges have attended and supported the school in a range of activities such as the careers fair, options evening, interviews, drop-in sessions, parents' evening and assemblies.

The total number of interactions are below:

- Newman College – 8 visits
- Runshaw College – 7 visits
- Preston College – 6 visits
- Myerscough – 4 visits
- Hutton Grammar - 2 visits

Opportunities for access

We welcome input into our careers provision from employers, employees, Universities, Apprenticeship and Further education providers. Our connections include former pupils, parents and local employers and providers and we are keen to widen this participation. A number of events, integrated into the school careers programme, will offer providers an

opportunity to come into school to speak to pupils and/or their parents/carers. Please see table on the next page for an overview.

Events include a Careers Fair in November; mock interviews for Year 11 in January; two enrichment days when pupils in KS3 and 4 receive enterprise and career focused workshops; a week's work experience for Year 10 in June; assemblies on apprenticeships and A-level options and careers. Outside agencies are also invited to support the curriculum in all subject areas. Some examples are performance poets and authors; visits from the Environment Agency and fieldwork connected to the environment; Economics hosts a Bank of England visiting speaker; and company employees have delivered talks to Computing students.

Please see below, the list of employers involved in our Careers Fair.

Stand	Company	Stand	Company
1	Lancashire Constabulary	17	Myerscough College
2	Tilemaster Adhesives Ltd	18	HMRC
3	Ashbridge Independent School	19	University of Central Lancashire
4	South Ribble Borough Council	20	Lloyd BMW
5	Fleetwood Nautical Campus	21	Chorley Golf Club
6	Newman College	22	Leyland Trucks
7	Preston City Council	23	Sodexo
8	Haven-Marton Mere	24	The Queen's College Oxford
9	Lancashire Forum	25	Steven Gerard Academy
10	RAF 2	6	Runshaw College
11	Permisson Homes	27	Army Careers
12	Training 2000	28	Preston College
13	Wigan and Leigh College	29	BAE Systems
14	Manchester Money	30	BAE Systems
15	Hutton Sixth Form	31	Westholme school
16	NHS	32	Aldi

Management of provider access requests Procedure

A provider wishing to request access should contact:

Mr C Thomas: Assistant Headteacher - Tel: 01772 746121

Email:

cth@allhallows.lancs.sch.uk

Please speak to our Careers Leader to identify the most suitable opportunity for you.

Mrs. P Ayrtton-Parker , Careers Coordinator - Tel: 01772 746121

Email:

PAY@allhallows.lancs.sch.uk