

Bridge School Malvern



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Careers Policy

Aims and objectives

Careers guidance is an essential part of Bridge School Malvern's curriculum. The Bridge careers programme aims to:

- encourage pupils to be ambitious, broaden their horizons and explore their own career aspirations throughout their life at school
- ensure pupil readiness to take their next step in their learning or career.

The objectives for the careers programme are as follows:

- helping pupils to understand the changing world of work
- facilitating meaningful encounters with employers for all pupils
- supporting positive transitions post-16 and post-18
- enabling pupils to develop the research skills to find out about opportunities
- helping pupils 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
- reaching the 8 Gatsby Benchmarks as set out as good careers guidance in schools.
https://resources.careersandenterprise.co.uk/sites/default/files/2021-11/1051_SEND%20Gatsby%20Toolkit_Updates%202021_V4.pdf

Pupil entitlement

All pupils are entitled to be fully involved in an effective careers programme.

Pupils are encouraged to take an active role in their own career development, so the careers programme emphasises pupil participation with a focus on self-development; learning about careers and the world of work; and developing career management and employability skills.

During their time at school, all pupils can expect:

- the support they need to make the right choices for Key Stage 4/GCSE, after Y11 and after Y13
- access up-to-date and unbiased information on future learning and training, careers and labour market information
- support to develop the self-awareness and career management skills needed for their future
- 1-2-1 career mentoring in year 11 and beyond, covering options after school, the world of work, the job market and the skills needed for the future
- a meaningful encounter with a representative from the world of work; this could be through work experience, GMB assemblies at Hanley, careers talks (in or outside lessons), projects and visits
- to investigate a range of education and training providers, including colleges, and apprenticeship organisations; this could include visits and taster days, as well as assemblies, talks and meetings at school
- the opportunity to relate what they learn in lessons to their life and career beyond school
- the school to keep parents/carers informed of their progress and provide parents/carers with information to support pupils' career planning and decision-making. Parents/carers can attend careers meetings, by prior arrangement.

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 young person. The school is keen to foster parental involvement in the careers programme, wherever possible.

Events for parents and carers

Parents/carers may be invited into school to discuss their son/daughter/young person's career aspirations. Individual meetings can be arranged between parents/carers and the careers staff to discuss pupils' career aspirations and progress relating to next steps, career ideas and career planning, as well as academic progress.

Parents/carers will be kept up to date with career-related events and activities affecting their son/daughter/young person via letters home, emails and the school website.

With the pupil's agreement, a copy of the action plan from one-to-one careers meetings will be sent home.

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 careers staff at school, should they have any questions or concerns.

Careers Education

Years 7, 8 & 9

Young people will work towards entry level Skills for Working Life (City & Guilds) qualifications. They will develop a range of employability skills through working in practical vocational areas (e.g. construction, catering, animal care, horticulture). Personal development skills such as personal conduct, resilience, communication skills and relationships will be taught via the Social Skills curriculum.

Year 10

Lessons will include topics such as what work is, how salaries relate to different jobs, stereotyping around jobs, how to find out about jobs, the skills needed for work, jobs of the future, the geography of jobs.

Young people will work towards level one Employability Skills (City & Guilds) if appropriate, or continue developing their Skills for Working Life portfolio. Employability Skills units may include managing personal finance, team working, interview skills and job searching. There will also be opportunities to find out about further education and apprenticeships.

Year 11

Careers education in year 11 will continue with the year 10 programme but, as appropriate, include work experience, visits to further education college open days and mock interviews. Travel training may also be available as required.

By the end of Year 11, all pupils will have had the opportunity to:

- Develop their self-awareness and career management skills, including writing a CV
- Experience a work placement or visit a local employer
- Attend open days at a sixth form or college setting
- Be introduced to the different Post-16 pathways.

Years 12 & Year 13 at the Bridge school in Hanley

Pupils for whom it is appropriate to stay at the Bridge school in Hanley, will continue to develop their Skills for Working Life or Employability Skills portfolios and will further develop their social confidence, emotional resilience and independent living skills.

Year 12 at the Sixth Form (Bridge Business Centre) in Barnard's Green

Pupils in year 12 at the Bridge Sixth Form will work alongside a specific business lead in a real work setting. There will be a choice between online retail, catering and manufacturing. Pupils will continue to work towards a range of Skills for Working Life or Employability Skills units. Pupils will work 1-2-1 or in very small groups to explore career prospects and prepare for work experience placements with local employers.

Activities will include:

Employment visits, WEX placements, talks from visiting providers
Explore key progression routes based on their abilities
Decision making skills & managing change
Interview practice with external provider/employer

Year 13 at the Sixth Form (Bridge Business Centre) in Barnard's Green

Pupils in year 13 at the Bridge Sixth Form will experience a number of work experience placements in the local community. They will continue to be supported by Sixth form careers tutors and supported through the process of searching and applying for jobs and FE courses.

Activities will include:

Detailed post 18 progression planning in consultation with parents
Extended WEX Placements Students where students maintain placement without support from sixth form staff
Interview practice with external provider
Applications made to suitable progressions paths
Transition plans in place with new provider /employer

The Statutory DofE Careers guidance and access for education and training providers was amended January 2023 our policy reflects the legal requirements Section 42B of the Education Act 1997 as follows:

Pupil Entitlement

All pupils in years 8-13 are entitled:

- to find out about technical qualifications and apprenticeship opportunities as part of the careers programme which provides information on the full range of education and training options available to them at each transition point.
- 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.

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

- Explain what career routes those options could lead to
- Provide insights into what it might be to learn or train with that provider

- 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.