



Reddish Hall School

Careers and Employability Skills Policy

Policy Review Process	
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Date of implementation	May 2023
Date of policy review	Summary of change

Introduction

The Careers Lead for Reddish Hall School is Emily Aris. There is a collective responsibility for all staff at Reddish Hall to take ownership for the planning and delivery of personalised careers and employability opportunities which enable a wealth of career-based experiences for all pupils during their time at the school. We aspire for continued learning and development as a school to reflect the changing world of work and the future aspirations of our pupils.

Intent

At Reddish Hall School we aim to develop children and young people's understanding, awareness and skills linked to careers & employability. We enable all pupils to have meaningful experiences appropriately linked to their developmental stage, aspirations and interests. We aim for pupils to have careers and employability learning opportunities and experiences as part of their core thematic topics or as part of whole school collapse curriculum days, off-site educational visits, and work experience.

We provide pupils with the knowledge, information, and skills to make informed choices about suitable "next steps" such as key life skills linked to employment, work experience, routes to voluntary or paid employment, qualifications, and accreditation to support further study. The school enables pupils to receive accurate information about all options and opportunities open to them and the progression routes to which those options lead through external career guidance.

We aim to ensure all our pupils are equipped with a broad range of transferable life skills that will prepare them for the changing world of work.

Implementation

As a whole school team, we will ensure that our school is working towards meeting all eight Gatsby benchmarks. The benchmarks are outlined as followed:

1) Have a stable careers programme

- An embedded programme of career education and guidance that is known and understood by all stakeholders including: pupils, teachers, parents/carers and employers.

2) Learn from career and labour market information

- Every pupil and their parents/carers, to have access to good quality information about future study options and labour market opportunities. This will include the support of an independent informed adviser to make the best use of available information.

3) Addressing the needs of each pupil

- Pupils have different career guidance needs at different stages. Opportunities for advice and support are tailored to the needs of each pupil. Our careers programme ensures equality of opportunity for all.

4) Linking curriculum learning to careers

- Teachers are to highlight the links between their subject, skills and careers to help students engage with the learning content and engage students by embedding curriculum teaching points in the context of the world of work.

5) Encounters with employers and employees

- Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This will be through a range of enrichment activities, including visiting speakers, mentoring and enterprise schemes, external visits and include pupils' own part-time employment where it exists.

6) Experience of workplaces

- Every pupil, where possible, to have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities and expand their networks. Extended work placements can be used as a valuable addition to the curriculum for appropriate individuals throughout KS4 and KS5.

7) Encounters with further and higher education

- All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes, and learning in schools, colleges, universities and in the workplace.

8) Personal guidance

- Every pupil from Year 8 onwards shall have annual opportunities for guidance interviews with an independent careers adviser and have an individualised career action plan produced and updated which in turn helps the young person to link to work experience and academic pathway options in key stage 4.

Impact

Through the implementation of all benchmarks and a focus on personal development which enables community inclusion, independence skills and employability we hope to ensure that:

- Pupils are equipped with the knowledge, skills and confidence to be able to access opportunities in their community and wider society (in line with Whole School Curriculum Intent)
- Pupils become more aware of the choices available to them through independent external guidance and a broad range scope of work-based encounters.
- Pupils are prepared a range of working environments.
- Careers learning will become increasingly embedded within the curriculum through all key stages.
- Pupils should have aspirational ambitions for their future instilled throughout their school journey.
- Pupils have positive destinations for post 16 studies and beyond.

Equality and Diversity

We understand that all our students are individuals, and we are committed to ensuring that all pupils have access to a careers provision which nurtures their passion and interests. Pupils are encouraged to pursue pathways that suit their skills, and strengths with the absence of stereotypes. All pupils are provided with a wide range of opportunities which aims to be representative of our diverse school community. As a school we commit to actively remove barriers to access that our pupils may face when entering the world of work.

Work Experience

All students will access the opportunity to undertake work experience whilst at Reddish Hall. We aim to facilitate meaningful work experience placements, to do this we work to:

- Provide pupils with direct experience of the world of work.
- Give pupils first-hand experience of the relationships, routines and processes that are part of a working environment.
- Develop employability skills and appropriate work-related behaviours.
- Contribute towards approved vocational and academic qualifications or accreditations where applicable.
- Support in preparing pupils for adult and working life.
- Prepare pupils by discussing equal opportunities and challenging stereotypes.
- Provide students reflection time on their time in a work placement.

As part of our Work experience programme students will have access to:

- Meet with our Careers Lead to discuss and identify a pupil's choice of placement.
- A pre site visit to prepare the young person for the work environment.
- Support from the Careers Lead in accessing work placements which meet their interests.
- A copy of a diary/logbook to be kept by each pupil to showcase achievements and evidence reflection.
- Evaluate the placement successes and areas for improvement. Discuss what they have achieved, identify skills they have improved and acknowledge what they have learned.
- Follow up with a letter of thank you to be sent to employer to support in building positive professional relationships.

Further reading:

- <https://www.goodcareerguidance.org.uk/assets/file?filePath=send/good-career-guidance-perspectives-from-the-send-sector.pdf>
- <https://www.careersandenterprise.co.uk/>
- <https://www.gov.uk/access-to-work>