



Reddish Hall School

Careers and Employability Skills Policy

Policy Review Process	
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Date of implementation	June 2024
Date of policy review	Summary of change

Introduction

The Head of Careers and Destinations 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. As a school we reduce young people's barrier's to accessing the workplace by supporting life skills and raising aspirations.

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, work experience and as part of the school's personal development programme.

We provide pupils with the knowledge, information, and skills to make informed choices about suitable "next steps" by introducing students to post-16 education providers both internally through transition days and externally through provider access visits. We develop our student's resilience in their next steps by focusing on key life skills as well as 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 impartial 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) 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 local employers which incorporates their feedback.

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 careers adviser to make the best use of available information.

3) Addressing the needs of each pupil

- Pupils have different career and employability needs at different stages. Opportunities for advice are tailored to the needs of each pupil, with additional support accessible to students throughout their school journey. Our careers programme ensures equality of opportunity for all and additional support for any student that requires in accessing careers and employability work.

4) Linking curriculum learning to careers

- Teachers 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. Students have learning opportunities outside of the classroom to understand subjects and their relation to future career pathways.

5) Encounters with employers and employees

- Every pupil has multiple opportunities to learn from employers and employees about work, employment and the skills that are valued in the workplace. This will be through a range of enrichment activities, including visitors and external visits.

6) Experience of workplaces

- Every pupil will have first-hand experiences of the workplace through visits throughout their school journey to help develop their personal aspirations and develop confidence in interacting with work environments. An individualised and extended programme of work placements runs for students 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 academic and vocational routes, mainstream and specialist provisions. Students from across the school will engage with visits to a range of providers to support understanding of pathways available to them as well internal further education events available to all students and their families.

8) Personal guidance

- Every pupil across the school will have annual opportunities for guidance interviews or group activities with an independent careers' adviser. Students' year 8 upwards have an individualised career action plan produced and updated which they can use throughout their school journey and beyond.

Impact

Through the implementation of all 8 Gatsby Benchmarks and a focus on personal development which enables community inclusion, independence and employability skills 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 impartial careers guidance and a broad range scope of work-based encounters.
- Pupils understand and are introduced to 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, interests 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. Additional support in accessing careers and employability work is available to all students.

Work Experience

All students will be supported in undertaking a period work experience whilst at Reddish Hall. We aim to facilitate meaningful work experience placements, that suit students' interests, skills and ambitions for the future. We ensure that all students engage in a work experience placement during KS4 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.
- Support in preparing pupils for adult and working life.
- Develop life skills that are needed to engage in work.
- Support student's confidence as a member of their communities.

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

- Meet with our Head of Careers and Destinations to discuss and identify a pupil's choice of placement.
- A pre site visit to prepare the young person for the work environment.
- Support in accessing work placements which meet their interests.
- A copy of a placement diary to be kept by each pupil to showcase achievements and evidence reflection where they can evaluate the placement successes and areas for improvement.
- An individualised and appropriate level of support from staff members at Reddish Hall School.

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>