

RIPLEY ST THOMAS

A CHURCH OF ENGLAND ACADEMY



Careers Provision

Originator	Ms A Barnes
Reviewed	September 2023
Next Review Date	September 2024

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An Education for Life

Careers Provision at Ripley St Thomas Church of England Academy

Introduction

At Ripley St Thomas Church of England Academy we are committed to ensuring that our pupils are well prepared to make informed, aspirational choices about their future. This policy statement also 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 and the Skills and Post-16 Education Act 2022.

Aims and Objectives

The Careers Education Information, Advice and Guidance Policy at Ripley St Thomas Academy has been developed to incorporate the aims of the academy and recent initiatives in careers education. The planned programme of study helps our students to understand their interests, strengths and weaknesses in relation to the world of work and lifelong education. Students also learn about different careers and opportunities for training, apprenticeships and volunteering.

It is our aim to fully embed careers within the curriculum in all areas to enable students to have a clear overview of how their subject areas can impact on their future decisions. This will raise aspirations, attainment and achievement.

Entitlement

Our role is to ensure that students receive support and quality information, advice and guidance to enable them to make informed choices and decisions for their future transitions. Ripley St Thomas Academy provides access to impartial and independent information and guidance about the range of education and training options that are available to help young people achieve their ambitions.

Ripley St Thomas Academy will be free to make arrangements for careers guidance that fits the needs and circumstances of our students, and work, as appropriate, in partnership with external and expert providers in line with Department for Education (Careers Guidance and Access for Education and Training Providers 2018 - Statutory guidance for governing bodies, school leaders and school staff) and Gatsby Benchmarks:

1. A stable Careers Programme – Ripley St Thomas Academy will have an embedded programme of careers education and guidance that is known and understood by students, parents, teachers, governors and employers.
2. Learning from Careers and Labour Market Information – every student and their parents will have access to good quality information about future study options and labour market opportunities. They will have the support of an informed advisor to make best use of available information.
3. Addressing the needs of each student – our students do have different career guidance needs at different stages. Opportunities for advice and support, will be tailored to the needs of every student. Our careers programme will embed equality and diversity considerations throughout.
4. Linking curriculum learning to careers – all teachers should link curriculum learning with careers, and STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.
5. Encounters with employers and employees – every student should have multiple opportunities to learn from employers about the world of 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.

6. Experiences of workplaces – every student will develop first-hand experiences of the workplace through work visits, work shadowing and work experience in Year 10, to help their exploration of career opportunities and expand their networks.
7. Encounters with Further and Higher Education – all students 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 apprenticeships.
8. Personal Guidance – every student has the opportunity to see a qualified careers guidance practitioner. This advisor is available whenever significant study or career choices are being made and timed to meet students’ individual needs from Year 7 to Year 11. This can be done through Careers Guidance specific appointments.

Ripley St Thomas Academy has access to independent face-to-face careers guidance to enable the most suitable support for students to make successful transitions, particularly students from disadvantaged backgrounds. Careers guidance for students with SEND should be based on the students’ own aspirations, abilities and needs, and students with EHC plans be additionally supported through the SEND local offer by the Local Authority through annual reviews and 1:1 support (Special Educational Needs and Disability Code of Practice).

Careers guidance will be presented in an impartial manner and promote the best interests of the students to whom it is given. Careers guidance will include information on all options available in respect of 16-18+ education or training, including Apprenticeships and other work-based education and training options.

Ripley St Thomas Academy will provide information, when appropriate to local authority support services. Ripley St Thomas Academy will work with these partners and local authorities to ensure stakeholders know what services are available, and how students can be referred for support.

Our Provision

The school’s careers provision is outlined in appendix A. The emphasis at Ripley St Thomas Academy is on tailoring our approach for each year group and trying to ensure a progressive and expansive careers curriculum across Years 7 to 13.

Responsibilities

Ripley St Thomas Academy will decide the careers guidance provision to be made available based on the needs of students and the opportunities available in line with national entitlements. All students will have access to independent and impartial advice about all of the mainstream education, training and employment opportunities on offer, regardless of their individual circumstances. For those with learning difficulties and/or disabilities, this advice should also include information on the full range of specialist provision that is available.

Curriculum

Ripley St Thomas Academy offers a range of wider career related activities to offer students an insight into the world of work. These include engagement with local colleges and universities for first-hand experience of further and higher education and work related experiences.

Ripley St Thomas Academy uses various methods to deliver the statutory guidance in the form of engaging learning challenges, mentoring, workplace visits, work experience, employer engagement and links with local higher and further education providers.

Every department within the academy has a dedicated member of staff to promote careers education

within their curriculum. The Careers Champion role is to ensure students have access to careers education across all subjects.

Monitoring, Evaluation and Review:

Ripley St Thomas Academy constantly monitors, evaluates and reviews its impartial guidance to keep up to date with local and national trends to ensure the information is appropriate for its students. Responsibility for CEIAG is the Careers Lead, the Principal, Directors and Governors.

Ripley St Thomas Academy will consult with stakeholders in order to constantly evaluate and improve delivery of CEIAG.

Staff Development

Staff training needs are identified yearly. Specific CPD is delivered to those staff delivering careers within lessons as well as careers champions.

Parents/Carers:

Parents play an integral part in pupils' understanding of career choices and are encouraged to attend a range of career events including parents' evenings, transition planning, work experience and EHC Plan review.

Parents who are seeking further information or who would like to contribute to the Careers Education Programme should use the contact details for the School Careers Leader below:

Ms. A Barnes Assistant Principal

Email:barnesa@ripley.lancs.sch.uk

The next review date for Careers Education will be September 2024.

A provider wishing to request access should contact the Ripley St Thomas CEIAG team on RSTcareers@ripley.lancs.sch.uk or on 01524 64496.

The SLT lead for CEIAG development is Ms. A Barnes (Careers Lead). Our Careers Advisor is Ms A. Applegate.



Appendix A	Foci	Unifrog	Encounters with employers/ employees/ HE	Visits/ Experience of work/ Workplaces
Year 7	<p>Becoming world ready. What types of careers might suit me best?</p>	<p>PSHE Day 4 Interests profile. Personality profile. Work environments profile.</p>	<p>Programme of working lunches open to all year groups including:</p> <ul style="list-style-type: none"> • the army • financial services • construction • aviation • NHS 	
Year 8	<p>Skills for careers.</p>	<p>Skills profile The importance of transferrable skills.</p>		<p>Cyber Girls First at Lancaster Uni.</p>
Year 9	<p>Next steps What do I want to do in the future? How can languages take me places? Careers in the creative industries.</p>	<p>PSHE Day 4 Decision making: choosing what to study at KS4.</p>	<p>Assemblies from providers of technical and vocational qualifications and/ or apprenticeships including:</p>	<p>Cyber Girls First at Lancaster Uni.</p>
Year 10	<p>Preparing for applications CV writing. Interview preparation. Career options. Budgeting- monthly payslip. Careers in Finance. 6th Form Taster Day. 1:1 bespoke careers guidance.</p>	<p>CVs and cover letters.</p>	<p>Assemblies from providers of technical and vocational qualifications and/ or apprenticeships including:</p> <ul style="list-style-type: none"> • EDF • BAE • Bridgestone <p>Assembly from Keele University.</p> <p>Visiting Author</p>	<p>STEM conference- London April 2024- Experience of workplaces- Fraser House.</p>
Year 11	<p>The world of work. Benefits of Networking. Managing an online reputation. Transferrable skills. Building professional resilience. 1:1 bespoke careers guidance</p>	<p>Searching for opportunities. Apprenticeships v college/ sixth form.</p>		<p>October 2023- Experience of workplaces- Fraser House.</p>
Year 12	<p>Considering post-18 options Pros and cons of different pathways. Degree apprenticeships. Choosing courses and universities. Personal statements. Reach award. UCAS. 1:1 bespoke careers guidance.</p>	<p>Work experience. Post-18 pathways.</p>		<p>Manchester UCAS exhibition/ Open Days. Enrichment: Aspiring teacher and healthcare programmes. July 2024 - In person work experience.</p>



Year 13	Next steps UCAS applications. Apprenticeships research and shortlisting. CV updating. Employability skills. Mock interviews. Research and application support for post-18 options. 1:1 bespoke careers guidance.	Post-18 pathways. UCAS.		Enrichment: Aspiring teacher and healthcare programmes. EDF site visit Volker Stevin site visit
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Further information and guidance is available on:

Careers section of the school website <https://ripleystthomas.com/curriculumoverview/careers/>
Careers section on Firefly <https://ripley.fireflycloud.net/browse-resources/careers>