

RIPLEY ST THOMAS

A CHURCH OF ENGLAND ACADEMY



Careers Provision

Originator	Mrs A. Applegate
Reviewed	October 2026
Next Review Date	October 2027

Ripley St Thomas CE Academy
Ashton Road
Lancaster
LA1 4RS

t 01524 64496

e admin@ripley.lancs.sch.uk

website www.ripleystthomas.com

An Education for Life

Our vision

We aim for all members of our
Christian community to flourish spiritually,
academically and personally so that they
can live life in all its fullness.

*'I have come in order that you might
have life – life in all its fullness.'*

(John 10:10)

1. Compliance

1.1. This policy has been prepared with due regard to the following statutory provisions, guidance and policy:

- 1.1.1. Section 42A, 42B, 45 and 45A of the Education Act 1997;
- 1.1.2. Schedule 4 (15) of the School Information (England) Regulations 2008;
- 1.1.3. Section 72 of the Education and Skills Act 2008;
- 1.1.4. the Education (Careers Guidance in Schools) Act 2022
- 1.1.5. The Department for Education's statutory guidance, "Keeping children safe in education" September 2023 (as amended);
- 1.1.6. The Department for Education's statutory guidance "Careers guidance and access for education and training providers" January 2023 (as amended);
- 1.1.7. Any other applicable statutory guidance; and
- 1.1.8. Ripley St Thomas C of E Academy's Safeguarding and Child Protection policy.

2. About this policy

2.1. Ripley St Thomas C of E Academy is committed to ensuring that its pupils receive rounded careers guidance incorporating opportunities in technical education and through apprenticeships. The School has a well-established careers guidance programme. This policy compliments that programme. This allows pupils to make informed decisions about their next steps and future careers paths and to allows the School to realise it's vision of ensuring pupils are enabled to 'life in all its fullness'.

2.2. The School is committed to ensuring that its pupils receive at least six encounters with education and training providers during years 8 – 13.

2.3. The School is required to provide a range of vocational and technical education and training providers access to its pupils from year 8 and to allow pupils to hear from a range of local providers about the opportunities they offer.

2.4. This policy will set out how training providers can request access to the School's pupils in conjunction with our established careers guidance programme.

3. Roles and Responsibilities

3.1. The Governing Body will;

3.1.1. ensure that careers advice is given to all pupils aged 11 and over which;

3.1.1.1. is presented impartially;

3.1.1.2. includes information on all training an education options; and

3.1.1.3. promotes the best interests of the pupils to whom it is given.

3.1.2. allow a range of education and training providers access to pupils in year 8 and above to inform them about approved technical education qualifications and apprenticeships;

- 3.1.3.ensure that the School measures and assesses the impact of the careers programme on its pupils;
- 3.1.4.ensure that the School publishes a summary of the programme on its website; and
- 3.1.5.ensure that the programme of careers guidance and the name of the Careers Leader are published on the School's website.
- 3.2. The Careers Leader is responsible for;
 - 3.2.1.taking responsibility for the developing, running and reporting on the careers programme;
 - 3.2.2.planning careers activities, managing the careers budget;
 - 3.2.3.co-ordinating staff involved in the programme; and
 - 3.2.4.networking with employers and education and training providers.
- 3.3. The Careers Leader is Anna Applegate who can be contacted via 01524 64496 or admin@ripley.lancs.sch.uk

4. Career Guidance

- 4.1. The School is committed to complying with the 8 Gatsby Benchmarks to develop a careers programme that increases opportunities for pupils to access experiences of the workplace and engagement with employers, colleges, training providers and universities. The 8 Gatsby Benchmarks are:
 - 4.1.1.a stable careers programme;
 - 4.1.2.learning from career and labour market information;
 - 4.1.3.addressing the needs of each pupil;
 - 4.1.4.linking the curriculum learning to careers;
 - 4.1.5.encounters with employers and employees;
 - 4.1.6.experiences of workplaces;
 - 4.1.7.encounters with further and higher education; and
 - 4.1.8.personal guidance.

5. Provider Access

5.1. Pupils will have at least six opportunities to meet with providers from years 8 – 13. At the minimum this will include;

5.1.1.two encounters for pupils during years 8 or 9 that are mandatory for all pupils to attend;

5.1.2.two encounters for pupils during years 10 or 11 that are mandatory for all pupils to attend; and

5.1.3.two encounters for pupils during years 12 or 13 that are optional for pupils to attend.

5.2. All mandatory encounters with providers will take place during the school day and the provider will be given a reasonable amount of time to, as a minimum;

5.2.1.share information about both the provider and the approved technical education qualification and apprenticeships that the provider offers;

5.2.2.explain what career routes these options could lead to;

5.2.3.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); and

5.2.4.answer questions from pupils.

5.3. The School is committed to ensuring that all pupils will access at least six education and training providers opportunities. One encounter is defined as one meeting/session between pupils and one provider. We are committed to providing meaningful encounters to all pupils using the Making it meaningful checklist.

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

6. Procedure for provider access requests

6.1. Should a provider wish to request access to our pupils, a written request should be sent to admin@ripley.lancs.sch.uk

6.2. A member of the School's administration team will acknowledge your request and advise you of the next available opportunity within the careers guidance programme for the provider to access our pupils.

6.3. The School will also need to have information about your organisation, what technical education or apprenticeships you offer and what you propose to do if granted access to our pupils.

7. Current opportunities

7.1. Appendix C details the events for each year group and term within the careers guidance programme, including encounters with other providers.

7.2. We can assist providers to identify the most suitable event in the programme.

8. Conditions for access

8.1. Safeguarding of our pupils is of paramount importance for the Ripley St Thomas C of E Academy.

8.2. The School's safeguarding and child protection policy is accessible on our website and sets out the requirements for visitors to gain access to our pupils to speak with them. Should you have any difficulty accessing our safeguarding and child protection policy on our website, a copy can be provided upon request.

8.3. If a provider cannot meet the requirements of our safeguarding and child protection policy they will not be granted access to our pupils.

9. Facilities

9.1. The Academy can make the following arrangements as appropriate to the activity which is being undertaken during the providers visit:

9.1.1. Time during events to address pupils

9.1.2. Overhead digital projectors

9.1.3. Flipcharts

9.1.4. Rooms

9.1.5. Access to the relevant cohort of pupils in the main hall

9.1.6. Classrooms for smaller activities

10. Materials

10.1. The School welcomes providers to leave their course prospectus and complimentary information about their organisation which can be made available throughout the year to our pupils.

10.2. Such material will only be made available once the School has verified that it is suitable for its pupils.

11. Complaints

11.1. Complaints about this policy should be via the School's published complaints procedure available on the school website.

Appendix A

Previous Providers

In the previous terms/years the Ripley St Thomas C of E Academy has invited the following providers from the local area to speak to its pupils:

Universities	Colleges	Training Providers	Employers
Lancaster University University of Cumbria UCLAN University of Law Manchester Metropolitan University University of Stirling University of Cambridge University of Manchester University of Leeds Northumbria University Edge Hill University	LMC Kendall College Myerscough College	Lancaster Training Services	NHS BAE Systems EDF Energy DWP In 4 Group The British Army Northstone Construction Moore & Smalley Volker Stevin Thomas Consulting BBC EXP Fraser House

Appendix B

Destinations of Previous Pupils

Last year our year 11 pupils moved to range of providers in the local area after school:

We are awaiting up to date figures from the local authority, at which point, this section will be updated.

Last year our year 13 pupils moved to range of providers in the local area after school:

**57.3% went to university
10.5% secured an apprenticeship
21.7% took a gap year
7.7% went into employment**



Policy Area	Year Group / Theme	Entitlement, Intent and Implementation	Encounters with Employers, Employees and Higher Education	Visits, Experience of Work and Workplaces
Curriculum aims	Grow throughout life	Students reflect on their identity, background, strengths, interests and developing skills.	Encounters contribute to all six career aims by connecting learning with employers, employees, education providers and real career pathways.	Visits and workplace experiences enable students to apply careers knowledge, develop confidence and understand progression in authentic settings.
	Explore possibilities	Students investigate education, training and employment routes, recruitment processes and workplace cultures.		
	Manage career	Students set goals, make decisions, respond to change and learn from opportunities and setbacks.	Careers and PSHE curriculum linked and includes personal development & well-being (all year groups).	
	Create opportunities	Students act proactively, build positive relationships and develop enterprise and networking skills.		
	Balance life and work	Students consider wellbeing, financial capability, personal interests, family and community alongside working life.	Modern Work Experience – meaningful work experience activities and employer encounters (all year groups_	
	See the big picture	Students understand how labour-market, economic, social, technological and environmental change may influence their futures.		
Careers education entitlement	Year 7	Reflect on personal identity; explore aspirational jobs; understand the meaning of career; investigate entrepreneurship; consider work–life balance; and examine how careers may change.	<u>Key Stage 3</u> – Modern Work Experience - minimum 5 days work experience activities.	• MEGA Programme (optional) • Local and national employers – various.



	Year 8	Identify interests; explore CVs; understand workplaces; consider how choices contribute to future life; define personal success; and examine links between careers and climate change.	Available to all year groups: Working lunches: Animal care; Law; Psychology; NHS, Healthcare, Beauty. Assemblies and provider encounters: EDF; BAE; NHS; a university assembly; and a visiting author. Employer encounters: links in the curriculum with all subject areas. <u>Key Stage 4</u> – Modern work experience - minimum 5 days in person work placement.	• Cyber Girls First at Lancaster University (optional, Year 9) • MEGA Programme (optional)
	Year 9	Reflect on skills; explore pathways after school; prepare for Key Stage 4 options; take ownership of career planning; develop financial awareness; and use labour-market information.		• Cyber Girls First at Lancaster University (optional) • MEGA Programme (optional, Year 9)
	Year 10	Review the career journey; explore employer profiles and career types; prepare for work experience; learn about workplace wellbeing; and compare in-person, hybrid and remote working.		• STEM Conference • Sixth Form Taster Day (all students) • MEGA Programme • NHS Insight Day • NHS 350 Careers Fayre • EDF Energy workplace visit • In-person work experience, 5 days June 2027 (all students)
	Year 11	Evaluate employability skills; compare post-16 pathways; choose a suitable route; research volunteering and paid work; compare apprenticeships and higher education; and consider the impact of artificial intelligence on employment.		• Assemblies from local further education providers. • NHS 350Careers Fair (optional) • MEGA Programme (optional)
	Year 12	Prepare for careers guidance; evaluate post-18 pathways; set		• Manchester UCAS Exhibition (all pupils)



		career goals; develop networking and enterprise skills; balance life, learning and work; and consider what makes a responsible employer.	Key Stage 5 – 5 days in person work placement (all students) Higher education encounters: Lunchtime Lectures programme delivered by Lancaster University, covering a range of subjects and careers.	• Open days (most pupils) • In-person work experience, January 2027 (all students) • Law taster at the University of Cumbria (optional) • Subject taster day at Lancaster University (optional)
	Year 13	Create a professional personal brand, CV and appropriate online presence; prepare for interviews and assessment activities; manage transitions; explore self-employment; and consider changing patterns of work.		Activities are planned in response to individual progression routes and opportunities.

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>