



Beal High School Careers Policy October 2018

Introduction

Beal High School has high quality Careers, Advice and Guidance, to support our high achieving and ambitious students. This is developed throughout a student's time at the school and is always supportive of their aspirations, strengths and skills. The focus of the support is aimed at destinations associated with a non-selective aspirational school.

Aims and Purpose

- Prepare students for the transition to life beyond secondary school (higher education and the world of work)
- Support students in making informed decisions which are suitable and ambitious for them
- Provide students with well-rounded experiences
- Develop characteristics e.g. social skills, communication, innovation, resilience and leadership which support high achieving students in the curriculum and in their careers
- Inspire and motivate students to develop their aspirations

Statutory Guidance

This policy summarises the statutory guidance and recommendations. It then outlines the provision of careers education, work experience and provider access.

Statutory requirements and recommendations.

The careers provision at Beal High School is in line with the statutory guidance developed by the Department for Education, which refers to Section 42A and 45A of the Education Act 1997. This states that all schools should provide independent careers guidance from Years 8 -13 and that this guidance should: be impartial, include information on a range of pathways, including university options or apprenticeships and be adapted to the needs to the student. In addition, the school is compliant with the careers guidance that the government set out for delivery from 5 January 2018: 'Careers Guidance and Inspiration for young people in schools.' This states that all academies must give education and training providers the opportunity to talk to students about approved technical qualifications and apprenticeships.

Careers Provision at Beal High School

All students have access to the following:

- Co-curricular clubs and trips to support students in developing their understanding of a range of different subjects. A list of co-curricular clubs and trips is available on the school website.
- All students can attend the careers advisor drop-in service
- All students have access to the careers section on the schools website and careers and university section in the LRC. External opportunities are advertised to students.



Students with Special Educational Needs or Disabilities (SEND):

Transition from one key stage to another and onto careers is part of the action plan for a student with SEND. Personalised support from the SENCO, careers advisor and external bodies is used where appropriate. One-to-one guidance is provided from the Redbridge Connexions service.

Students in Receipt of Pupil Premium Funding/FSM

Personalised support will be given to these students and they will receive an extra careers appointment at KS4.

Careers Advisor

At Beal High School there is a qualified Careers Advisor employed by the school, who works alongside the Assistant Principal (AP) with responsibility for careers. The Careers Advisor will work with the AP to develop a Careers Development Plan for the school. This is in line with the London Ambitions



CAREERS ADVISOR



Key Stage 3

The options programme for Year 9 is designed to support students in their GCSE and post year 9 choices. All students in year 9 will be invited to an options evening where the options process will be explained and there will be an opportunity to speak to individual teachers and students. All pupils in year 9 will receive an individual Information, Advice and Guidance (IAG) session with either their form tutor or a senior member of staff. The pastoral curriculum in Year 7-9 covers economic wellbeing, active citizenship and develops enterprise and entrepreneurship. The Beal Character was identified by students and this is feeding into projects to provide character education evidence.

Key Stage 4

One-to-one careers discussions with the school Careers Advisor in Year 10 informs individual Careers Plans that each student, their tutor and their Head of Year use. Co-curricular clubs and trips support students in developing their understanding of a range of subjects. Students are giving advice and guidance about what to participate in e.g. the National Citizenship Service 'The Challenge'. All year 10 students will participate in a sixth form taster day where they will follow a sixth form timetable for a day. A careers Fair where employers, colleges and universities visit is organised and students are taken from their lessons to attend this. CV writing and interview preparation sessions are delivered through the PSHE programme.

Students in Year 11 are encouraged to undertake Work Experience. All students in year 11 will be invited to a progression evening where the progression opportunities and sixth form application process will be explained and there will be an opportunity to speak to individual teachers and students. All pupils in year 11 will receive an individual Information advice and Guidance (IAG) session with either a member of their pastoral team or a senior member of staff, including the opportunity to have one-to-one appointments with the school careers advisor.

One-to-one guidance is provided by the Redbridge Connexions service for students with EHCP's and those at risk of becoming NEET.

The pastoral/PSHE curriculum in Year 10-11 covers economic wellbeing, Budgeting and active citizenship. Charity fundraising is encouraged.



Key Stage 5

Unifrog is an online platform that the sixth form use to support post 18 plans and options. There is a range of support for university applicants through: A Higher Education lesson, as part of the curriculum. This is run once a week for Year 12 Students in the Sixth Form, they are encouraged to visit university open days, masterclasses, taster courses and summer schools at a variety of universities, to develop their application profile. There is a dedicated team to support students with the UCAS process. Each student will have support tailored to their application from a subject advisor, their form tutor, the Sixth Form team and the school careers advisor. Interview preparation, practice and workshops are led by departments and the Sixth Form team. There is preparation for and support with aptitude and pre-admissions tests and Oxbridge applications.

The pastoral curriculum for Years 12-13 includes lessons on life at university, literacy and employability, interviews skills and budgeting your finances. Charity fundraising and enterprise activities are encouraged e.g. the Young Enterprise competition. Sixth Form students are encouraged to undertake volunteering and work experience to support their university applications. A range of opportunities are advertised throughout the academic year, as appropriate to specific students. Support is provided for those students that do not wish to apply to university, an opportunity to have a one-to-one appointment with the school careers advisor for guidance on apprenticeships and employment.

One-to-one guidance is provided by the Redbridge Connexions service for students with EHCP's and those at risk of becoming NEET.

Alumnae

Alumnae are encouraged to help during progression week and to lead interview sessions for more competitive courses and universities. Ex-students are often invited to be guest speakers at prize evening and have stands at the careers fair highlighting their current roles.

Work Experience Provision at Beal High School

The aim of work experience is to provide an opportunity for all students to learn in the work place; an experience that cannot be replicated in school. All students are offered the opportunity of two weeks' work experience in the July of Year 11, once they have finished their GCSEs. This is not a compulsory part of the curriculum, but is undertaken by the majority of students. The students are encouraged to arrange their own work experience. The careers advisor can give advice and guidance on potential employers from the contact list built up from previous work experience candidates.