



pathfield
SCHOOL

Inspiring interaction

CAREERS POLICY (Including Provider Access Policy Statement)

Adopted by Governors	Careers Governor
Date	January 2024
Review Date: (Annual)	January 2025
Policy/Procedure checked by/date	Karen Goodwill (Careers Lead) Anthony May (DH) Department Leads

Pathfield School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

This policy will support, promote and be applied with due regard to the requirements of the

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inspire • empower • enable

Introduction

Pathfield provides a relevant and engaging careers curriculum, which meets the differing needs and requirements of all our students. This is developed through a person appropriate approach which is engaging and supportive towards outcomes throughout their school journey. From Year 9 upwards, all students have a working document called a Destination Pathway and this informs the creation of a learning package with appropriate accreditation and vocational experiences linking to Preparation for Adulthood (PfA) outcomes. The young person's voice is central to this document. All attendees at the student's EHCP review will also contribute towards an annual Destination Statement.

Aims

- Prepare students for the transition to life after Pathfield.
- Support students in making informed decisions which are appropriate for them.
- Provide students with well-rounded experiences.
- Develop personal characteristics such as social skills, communication, independence, and resilience.
- Inspire and motivate students to develop themselves as individuals.

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 Pathfield 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 apprenticeships.
- be adapted to the needs of 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 schools must give education and training providers the opportunity to talk to students about approved technical qualifications and apprenticeships. Further information relating to this is set out later in this document, under Provider Access.

Careers Provision at Pathfield

All students have access to the following:

- The Pathfield Curriculum including 'Options' introduced at KS4 and 6th Form.

- Transition Event held annual in the Spring Term in conjunction with visitors in school and offsite visits support students in developing their understanding of a range of different post 16 pathways.
- All students from Year 9 have access to advice and guidance from our CSW advisor.
- Regular communication with families and the Careers Governor with regards to careers provision and its impact
- The Careers Lead works closely with Careers Southwest and the Career Development Institute.
- Appropriate accreditation at KS4 and 5.
- Career outcomes identified withing the PSHE Patchwork Curriculum

Early Years

- Provision of role play corners and props.
- Linking role play to the outside world.
- Storybooks linked to different jobs.
- Student responsibilities in class

Lower School

- Exploring role play through stories.
- Visits from external providers to experience to world of work.
- Offsite visits in the school community
- Enterprise activities
- Careers specific story books
- Classroom responsibilities and work experience within the classroom environment.
- Repetition of skills

Upper School

- School based work experience
- Careers mentoring from 6th form students.
- References to LMI
- Visits from a wider range of external providers to learn about different career pathways.
- Provision of a Destination Pathway document from Year 9.
- Appropriate external work experience placements in conjunction with CSW 'Grofar' system.
- Exploring the workplace and other providers through visits referring to future options
- Experience shops as a place of work
- Appropriate accreditation at Year 11
- Exploring preparation for a job including mock interviews and CV writing
- Appropriate Year 10 community work experience
- Year 10 personal guidance meetings
- Opportunity to take part in a range of outdoor activities and events.
- Year 9 students and their families invited to relevant careers and skills events such as the Pathfield Annual Transition Event.

6th Form

- Employer visits in a wide range of settings
- Meaningful work experience both internal and external linking with CSW.
- Personal guidance meeting with CSW
- Enterprise opportunities including the Pathfield Shop and Pathfield Community Café.

- Appropriate travel training with support.
- Individualised accreditation
- Where appropriate attend local careers fair and Pathfield Transition Event
- Be 'Job Ready' including mock interviews, CV writing and networking.
- Experiences to enable students to develop informed leisure and care choices about their future including life as an 'employer' to supporting adults.
- Opportunities to mentor other students

The overall organisation of work experience is undertaken by the school Careers Leader who liaises with the Upper School team to ensure the most relevant and engaging opportunities are taken.

Families are informed and communicated with throughout the process and a work experience agreement form and work experience information form are completed.

All students on placement are covered by the employers' insurance and places of work are risk assessed by the Careers Leader in liaison with the CSW work experience database.

Providers Access Policy Statement (The Baker Clause)

Introduction

This policy statement sets out the school's arrangements for managing the access of providers to students 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.

Rationale

High quality careers education and guidance in school or college is critical to young people's futures. It helps to prepare them for the workplace by providing a clear understanding of the world of work including the routes to jobs and careers that they might find engaging and rewarding. It supports them to acquire the self-development and career management skills they need to achieve positive employment destinations. This helps students to choose their pathways, improve their life opportunities and contribute to a productive and successful economy. As the number of apprenticeships rises every year, it becomes increasingly important that all young people have a full understanding of all the options available to them post-16 and post-18 including wider technical education options such as T-Levels and Higher Technical Qualifications.

Aims

The Pathfield School policy for Access to other education and training providers has the following aims:

- To develop the knowledge and awareness of our students of all career pathways available to them, including technical qualifications and apprenticeships.
- To support young people to be able to learn more about opportunities for education and training outside of school before making crucial choices about their future options.
- To reduce drop out from courses and avoid the risk of students becoming NEET (Young people not in education, employment or training).

Commitment

Pathfield School is committed to ensuring there is an opportunity for a range of education and training providers to access students, for the purpose of informing them about approved technical education qualifications and apprenticeships. The Pathfield School is fully aware of the responsibility to set students on the path that will secure the best outcome which will enable them to progress in education and work and give employers the highly skilled people they need. That means acting impartially, in line with the statutory duty, and not showing bias towards any route, be that academic or technical. Pathfield School endeavours to ensure that all students are aware of all routes to higher skills and can access information on technical options and apprenticeships (The Department of Education, July 2021: “Baker Clause”: supporting students to understand the full range of education and training options, and the Provider Access Legislation, January 2023).

Student entitlement

All students in years 8-14 are entitled:

- to find out about technical education qualifications and apprenticeships opportunities, as part of a careers programme which provides information on the full range of education and training options available at each transition point.
- to hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships – through options events, assemblies and group discussions and taster events.
- to understand how to make applications for the full range of courses where appropriate.

For students of compulsory school age these encounters are mandatory and there will be a minimum of two encounters for students during the ‘first key phase’ (Year 8 to 9) and two encounters for students during the ‘second key phase’ (Year 10 to 11). For students in the ‘third key phase’ (Year 12 to 13), particularly those that have not yet decided on their next steps, there are two more providers encounters available during this period, which are optional for students to attend.

These provider encounters will be scheduled during the main school hours and the provider will be given a reasonable amount of time to as a minimum:

- share information about both the provider and the approved technical education qualification and apprenticeships that the provider offers.
- Explain what career routes those options could lead to
- Provide insights into what it might be like to learn or train with that provider (including the opportunity to meet staff and students from the provider).
- Answer questions from students

Meaningful provider encounters

One encounter is defined as one meeting/ session between students and one provider. We are committed to providing meaningful encounters to all students using the making it meaningful checklist provided by the Careers and Enterprise Company

Management of provider access requests

Procedure:

A provider wishing to request access should contact.

Karen Goodwill Careers and 6th Form Department Lead 01271342423
kgoodwill@pathfield.devon.sch.uk

Please see links to the Careers Team on our website:

[Careers – Pathfield School](#)

Opportunities for access

A range of events, integrated into the school careers programme, will offer providers an opportunity to come into school to speak to students and/or their parents/carers. We hold an annual Transition Event in March each year. Please see our website Careers link for further information.

Premises and facilities

The school will make the main hall, classrooms, or meeting spaces available for discussions between the provider and students, as appropriate to the activity. The school will also make available any specialist equipment to support provider presentations. This will all be discussed and agreed in advance of the visit with the Careers Leader or Head Teacher.

Providers are welcome to leave a copy of their prospectus or other relevant course literature with Karen Goodwill, Careers Lead. This will be made available to students and families as appropriate. Copies of relevant prospectuses will also be displayed in our 'Careers Central' corner on the lower ground floor in school.

Approval and review

This statement will be reviewed by the school and approved annually.