



Ribblesdale School

Careers Guidance Policy

We aim to provide an impartial and individual programme of Careers Education, Information, Advice and Guidance to help pupils build on their strengths, identify areas for development, overcome barriers and develop aspirations.

At Ribblesdale School we strive to provide clear careers guidance which must always:

- Inspire and motivate pupils to work hard in school, laying the foundations to realise their future plans.
- Balance ambition with realism.
- Offer sensible choices to pupils who don't have a specific pathway in mind.
- Support the choices of pupils who do have a pathway they wish to pursue, whilst making them aware of other options.

Ways in which Ribblesdale School will support the above aims:

To support these aims we have a careers team: -

Jen Briggs – Governor and Enterprise Advisor

Bridget Mashiter – Assistant Head Teacher and SLT Lead for Careers Education

Sonia Richards – Careers Education, Information and Guidance

Sara Ashworth – Independent Careers Advisor

As a school, we have invested in a full-time member of staff to lead careers provision across the whole school. Also, we have an independent careers advisor visit weekly to support pupils on a one-to-one basis on their post-16 opportunities.

We have achieved all of the government recommended Gatsby Benchmarks, to ensure that all pupils are suitably advised and prepared for life after Ribblesdale School.

Gatsby Benchmarks:

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

Pupils engage in the following careers based activities:

Year	Term 1 - Autumn	Term 2 – Spring	Term 3 – Summer
Primary	Harvest Festival – working with local charities. Ongoing PSHE curriculum	Aspirations day – visitors from a range of careers (with a focus on challenging stereotypes) Science Week – demonstrations from industries around STEM based subjects. Ongoing PSHE curriculum	Enterprise – making, marketing and selling a product. Ongoing PSHE curriculum
7	PSHCE – Introduction to enterprise and concept of career pathways. Challenging career stereotypes and raising aspirations. Guess Who? Careers workshop with Nelson and Colne College. Harvest Festival – working with local charities.	Science Week – demonstrations from industries around STEM based subjects. Form time career activities including identifying character traits and skills, finding careers information and transition points in life.	Enrichment Activities Wellbeing day – board games linked to careers.
8	PSHCE – Tackling age and disability discrimination in the workplace. Year 8 Careers Fair – a mixture of local businesses, public services, colleges and sixth forms.	Science Week – demonstrations from industries around STEM based subjects. Form time career activities including careers and aspirations, personal skills and qualities, careers interests and jobs, introduction to LMI	Enrichment Activities
9	PSHCE – Identifying learning strengths and setting goals as part of the GCSE options process. Understanding	Science Week – demonstrations from industries around STEM based subjects. BRAG Careers Fair – parents and pupils are	Enrichment Activities

	<p>careers and future aspirations.</p> <p>Year 9 Careers Fair – a mixture of local businesses, public services, colleges and sixth forms. Pupils complete a task to research different pathways and match subjects to careers to support option choices.</p> <p>Form time career activities including identifying employability skills and linking them to personal qualities and traits, making decisions about KS4 options and further researching LMI.</p>	<p>invited to attend. Opportunity to meet local colleges and training providers and find out about career pathways.</p>	
10	<p>PSHCE – How to create a CV & Personal Statement.</p> <p>Form time career activities including researching post-16 pathways, interview techniques and CV writing.</p>	<p>Mock Interviews – with a local employer or college.</p> <p>BRAG Careers Fair – parents and pupils are invited to attend. Opportunity to meet local colleges and training providers and find out about career pathways.</p> <p>Science Week – demonstrations from industries around STEM based subjects.</p>	<p>Enrichment Activities.</p> <p>One week’s work experience with a local employer.</p> <p>Option to participate in the Duke of Edinburgh Award.</p>
11	<p>PSHCE – Understanding college application process and plans beyond school. Skills for employment and career progression.</p> <p>Year 11 welcome evening – information on</p>	<p>Science Week – demonstrations from industries around STEM based subjects.</p> <p>Form time activities include researching career pathways, employability skills, refresher on interview techniques, updating</p>	<p>Option to participate in the National Citizen Service.</p>

	<p>career pathways, colleges and sixth forms.</p> <p>BRAG Careers Fair - parents and pupils are invited to attend. Opportunity to meet local colleges and training providers and find out about career pathways.</p> <p>Colleges, sixth forms and training providers visit school during assemblies.</p>	<p>CV/personal statement and college applications.</p>	
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At Ribblesdale we work closely with local employers, universities, colleges, training providers and sixth forms. This ensures pupils are given opportunities to have meaningful encounters with employers, further education and universities. We also aim to embed careers into the curriculum particularly in STEM subjects.

Careers websites and further information for pupils

You are encouraged to take responsibility for your future choices and to start reaching and planning your future. You should think about the following:

- Self-Awareness- where am I now?
- Career exploration- where do I want to be?
- Career management- how do I get there?

You should use a range of websites to develop your knowledge and understanding of your post-16 career pathway. Use the links below to help with your research.

General Careers Advice

<https://nationalcareersservice.direct.gov.uk/>

<http://prospects.co.uk/>

<https://icould.com/>

<https://careemap.co.uk/>

<https://successatschool.org/>

<https://www.startprofile.com/>

<https://www.careerpilot.org.uk/>

A Levels

You may choose to study A Levels at a college or sixth form. The following links provide a wealth of information around A Levels as a post-16 pathways.

<https://www.ucas.com/further-education>

<https://nationalcareersservice.direct.gov.uk/>
<http://prospects.co.uk/>
<https://www.startprofile.com/>

T Levels

T Levels are new courses which follow GCSEs and are equivalent to 3 A levels. These 2-year courses, which launched September 2020, have been developed in collaboration with employers and businesses so that the content meets the needs of industry and prepares students for work, further training or study. T Levels offer students a mixture of classroom learning and 'on-the-job' experience during an industry placement of at least 315 hours (approximately 45 days).

The following links provide a wealth of information around T Levels.

<https://www.gov.uk/government/publications/introduction-of-t-levels/introduction-of-t-levels>
<https://www.tlevels.gov.uk/>

Apprenticeships

More and more young people are choosing to further their careers through an apprenticeship and as an alternative to university. WHY? Because apprenticeships are very well supported by the government and employers as the best way for young people to get the skills and experience required for business.

Useful Links: -

<https://amazingapprenticeships.com/>
<https://www.gov.uk/apply-apprenticeship>
<https://www.startprofile.com/>

Armed Forces

You may choose to pursue a career with the Armed Forces. The links below are great place to start to gain further information.

Army

<https://www.army.mod.uk/careers/>

Army Foundation College- Harrogate

<https://www.army.mod.uk/who-we-are/our-schools-and-colleges/afc-harrogate/>

Royal Air Force

<https://recruitment.raf.mod.uk/career-and-benefits>

Royal Navy

<https://www.royalnavy.mod.uk/>

Royal Marines

<https://www.royalnavy.mod.uk/our-organisation/the-fighting-arms/royal-marines>

Welbeck Defence Sixth Form College

<http://www.dsfc.ac.uk/Apply-Royal-Air-Force>

Ministry of Defence

<https://www.gov.uk/government/organisations/ministry-of-defence>

Labour Market Information

When looking at career pathways it is important to have a look at Labour Market Information. This will give you an idea of the economy, salary and availability. Follow the link below for more on Labour Market Information.

[LMI For All – LMI For All](https://www.lancashireskillshub.co.uk/our-people/evidence-base/)

<https://www.lancashireskillshub.co.uk/our-people/evidence-base/>

Local Enterprise Advisor Link

Ribblesdale works in association with The Careers and Enterprise Company. We have a designated Local Enterprise Advisor who works alongside Miss Richards to provide effective work and career experiences for young people.

Enterprise Advisers use their knowledge of the local business landscape to support the Headteacher and careers team to develop an effective careers plan and to create opportunities with their business contacts in the area for their school or college's pupils.

For further information on careers please contact: -
Sonia Richards – Careers Education, Information and Guidance
Email – srichards@ribblesdale.org
Telephone – 01200 422563

Provider Access Policy

This policy statement 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.

Pupil entitlement

All pupils in Years 8-13 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 academic and technical courses.

For pupils of compulsory school age these encounters are mandatory and there will be a minimum of two encounters for pupils during the first key phase (Year 8 to 9) and two encounters for pupils during the second phase (Year 10 to 11).

These provider encounters will be scheduled during the main school hours, the provider will be given 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 pupils from the provider)
- answer questions from pupils.

Management of provider access requests

Procedure

A provider wishing to request access should contact Sonia Richards, Careers Education, Information and Guidance:

Telephone: 01200 422563 Email: srichards@ribblesdale.org

Opportunities for access

A number of events, integrated into the school careers programme, will offer providers an opportunity to come into school to speak to pupils and/or their parents/carers.

Governors Reviewed: September 2024

Next Review Date: March 2025