



# Careers Policy and Provider Access Statements

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<b><u>GOVERNOR RATIFICATION DATE:</u></b>	<b><u>8th October 2024</u></b>
<b><u>DATE OF REVIEW:</u></b>	<b><u>September 2025</u></b>

## Springwell Lincolnshire Careers Policy

One of the key aims of our curriculum model is to “*support students to make positive decisions about their future and next steps*”. We therefore believe that high quality careers education is a crucial part of the education that we provide for our young people.

### 1. Careers Curriculum Intent

Our careers education curriculum at Springwell has been designed in order to:

- Raise the aspirations of all young people
- Challenge stereotypical thinking (in terms of gender etc)
- Increase motivation by linking activities in school with preparation for life post 16
- Ensure that all students are able to make and plan for positive choices about their future
- Ensure that all students have a positive destination to move onto when they leave Springwell
- Meet the Gatsby Benchmarks and our statutory requirements under section 42a of the Education Act 1997

### 2. Statutory requirements and recommendations

The careers provision at Springwell Lincolnshire is in line with the statutory guidance developed by the DfE, which refers to section 42A and 45A of the Education Act 1997<sup>1</sup>. This states that all schools should provide independent careers guidance from year 8 onwards and that this guidance should:

- Be impartial
- Include information on a range of pathways, including apprenticeships
- Be adapted to the needs of the pupil

The Executive Vice Principal (Personal Development, Safeguarding and Culture) is responsible for ensuring that their careers programme is compliant with this obligation.

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[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/748474/181008\\_schools\\_statutory\\_guidance\\_final.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/748474/181008_schools_statutory_guidance_final.pdf)

### **3. Our careers programme**

Individual careers programmes will be written by the Assistant Principal leading on PSHE and adapted by class leads to meet the needs of the pupils in their class; class leads will be supported by the Assistant Headteacher and the Head of Academy for each Academy. . These programmes will respond to the needs of pupils in the school, the skills and expertise of staff working in the school, and the local context, career and labour market information. These careers programmes will be approved by the Executive Leadership Team and shared with the relevant Governors.

The following core entitlement areas will be included in the careers programme for every school.

The following is the core entitlement for Key Stage 3. Students will access different aspects of this programme, depending on the length and context of their time with us:

- Careers education as part of our PSHE programme
- Curriculum work in all subjects which includes links to potential careers
- Curriculum trips which make links to potential careers explicit
- Assemblies which include careers information and inspiration
- Meaningful encounters with employers, in school or on trips and visits
- Personalised support for students and their families in Year 9 regarding next steps and options (if relevant, depending on context)

During key stage 4 all students will experience the following:

- Careers education as part of work towards NOCN qualification(s)
- Curriculum work in all subjects which includes links to potential careers
- Curriculum trips which make links to potential careers explicit
- Assemblies which include careers information and inspiration
- Meaningful encounters with employers, in school or on trips and visits
- Individual impartial and professional careers guidance
- Individual sessions and support as part of our careers and next steps support programme
- Visits from and trips to colleges and other post 16 providers

And some students will also experience the following:

- A meaningful experience of a work place, either by participating in voluntary work, or in a work placement relevant to their interests.

These programmes will be shared with the NEETs prevention manager who will take day to day responsibility for ensuring that all pupils are appropriately supported in the finding and securing of next step pathways.

### **4. Resources**

A budget for the development of the Careers Programme will be allocated from the overall school budget. Executive Vice Principals for each school will be responsible for agreeing this allocation with Assistant principals, and for the effective deployment of this resource.

## **5. NEETs prevention**

Our NEETs prevention officer works with the Executive Leadership team and Assistant Principals on activities designed to provide high quality advice and support leading to meaningful, appropriate and positive destinations whilst delivering The Gatsby Benchmarks at a school level.

The types of activities that the NEETs officer will run include:

- Working with students in school, in person or virtually
- Working with students and their families in the home, or on virtual calls
- Meeting with colleges and post 16 providers, virtually or in person

Specifically, support offered by our NEET prevention officer consists of but is not limited to-

Identifying appropriate destinations based on interests and likely academic achievement in year 11.

- Application letters and forms for post 16 courses and training offers.
- Interview and assessment centre preparation.
- Transporting students to interviews and assessment centres.
- Attending interviews and assessment centres with students as support where appropriate and allowed.
- Liaising with the providers of post 16 courses regarding students' learning and support needs.
- Finding appropriate work experience placements for students with high needs.
- Supporting students to write letters of interest to the providers of work experience placements.
- Conducting health and safety checks with new work experience providers.
- Liaising with work experience providers regarding students' learning and support needs.
- Regularly meeting with students and work experience providers to check how things are working, and provide support regular, frequent follow ups after students leave y11.
- Support as required for individual pupils for the first 12 months in post 16 destinations.

## **5. Quality Assurance and Development of Careers Education**

The Executive Leadership Team will quality assure activities happening as part of the careers programme by applying our normal quality assurance systems.

The work of the NEETs prevention manager will be quality assured by the Executive Vice Principal (Personal Development, Safeguarding and Culture), who has responsibility for Careers and impartial advice and support.

The Assistant Principal leading on PSHE will be responsible for the development of careers education across Springwell Lincolnshire. They will work with the Executive Vice Principal (Curriculum and Teaching & Learning), with responsibility of curriculum to review provision in line with the Gatsby framework, and plan medium and long term development with a view to achieving the benchmarks.

## **6. Provider Access Statement**

### **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.

### **Commitment**

Springwell Lincolnshire 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. Springwell Lincolnshire 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.

Springwell Lincolnshire endeavours to ensure that all students are aware of all routes to higher skills and are able to 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).

### **Aims**

Springwell Lincolnshire 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).

A provider wishing to request access should contact the following staff at each Springwell school:

- [nicola.lang@springwell-lincs.co.uk](mailto:nicola.lang@springwell-lincs.co.uk) - Lincoln
- [george.tucker@springwell-lincs.co.uk](mailto:george.tucker@springwell-lincs.co.uk) - Grantham
- [Jack.willamson@springwell-lincs.co.uk](mailto:Jack.willamson@springwell-lincs.co.uk) - Mablethorpe
- [joseph.broomfield@springwell-lincs.co.uk](mailto:joseph.broomfield@springwell-lincs.co.uk) - Spalding

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. The core content of these programmes is outlined above. More details can be obtained from the Executive Vice Principal.

The school will make appropriate spaces available for discussions between the provider and students. The school will also make available AV and other specialist equipment to support the provider presentations. This will all be discussed and agreed in advance of the visit with the Assistant Principal or a member of the school team.

Providers are welcome to leave a copy of their prospectus or other relevant course literature with the Associate Principal. The prospectus will then be made available to all students during their careers education.