



Barnhill

COMMUNITY HIGH SCHOOL

Careers Strategy

Barnhill Community High School – Careers Strategy 2021-2022

Vision

"Every student is in a position to make informed, realistic and sequential decisions about their futures."

Rationale

The Barnhill careers (CEIAG) strategy focuses on ensuring each of our students receive high-quality careers guidance, which is critical to raising students' aspirations and capitalising on the opportunities available to them. Our goal is to equip students with the confidence and skills to effortlessly progress into further education or the workplace. To allow for this, our strategy has been modelled on the Gatsby Benchmarks, which emerged from a government enquiry into what makes good careers guidance at schools and colleges nationwide and is now defined as the statutory guidance. These benchmarks ensure that all students at Barnhill are exposed to high-quality careers guidance throughout their time at Barnhill.

Context

Each year, around 138 pupils stay on from Year 11 into the Sixth Form (59.48% of students). We accommodated 16 from other schools. Of these students, 87% then go onto higher education, 5% apprenticeships, 2% further education and 1% into employment. 22% of our students also attend Oxbridge or Russell Group universities. At each point where we deal with 'leavers', we ensure that appropriate advice and guidance is available, including information and support regarding apprenticeships, employment or re-commencement of study with another provider.

Aims

We aim to support pupils to make realistic and informed decisions about their future by raising aspirations and providing impartial and independent information and guidance.

Strategic Goals

These goals are based on weaknesses we have found by doing surveys with staff and students and also through using various career tools such as the Compass evaluation tool, to assess our standing within the benchmarks.

1. Every student by the end of Post 16 has a comprehensive understanding of different career pathways and access pathways to further education/qualifications.

Gatsby benchmark 1 and 3 requires a stable careers programme that addresses the needs of each pupil. In our compass results (benchmark tool which allows us to assess how we are doing against the benchmarks), we were at 76% and 81% reaching each of those benchmarks, respectively.

As such, we recognise that there are still areas of development to ensure that all students are able to make informed, realistic and sequential decisions about their futures. Thorough knowledge of further education, apprenticeships.

2. Every student has an understanding of a variety of workplaces and has experience of working environment before they leave Barnhill Community High School.

The more encounters students have with the workplace, the better their outcomes become once they leave school:

"Students with four employer encounters are 86% less likely to become NEET... And on average will go on to earn 18% more than their peers who did not" (Research conducted by Education and Employers Taskforce and Barclays Life Skills, 2016)

Gatsby Benchmark 6 states that all pupils should have a workplace experience in KS4 and KS5. It is, therefore, an important task for the school to be able to provide these opportunities. Students in year 12 are required to go to a workplace and spend a week there. They apply for these roles by themselves however are provided with support. We will also be introducing work experience in KS4 as we build up external contacts.

3. Careers Education at Barnhill Community High School is influenced by the current labour market and is embedded within the curriculum.

As a school, we believe that an increase in careers knowledge and understanding cannot be delivered through one-off events or trips. Therefore, we aim to continually embed understanding and expertise throughout a student's journey at Barnhill Community High. This allows the school to better provide students with an understanding and knowledge base that will prepare them for opportunities that may present themselves in the future.

Gatsby Strategy

As abovementioned, our vision is aligned with the Gatsby Benchmarks. Our strategy is therefore directed by these benchmarks and is detailed below.

GB1: a stable careers programme

- The school has a strategic plan for careers in order to meet the Gatsby Benchmarks, and all progress towards these is recorded on Compass+.
- The school has a named Careers Leader with support from SLT.
- Students have access to high-quality careers education and guidance, including meetings with the Careers Advisor.
- Details about the careers programme are published on the school's website.
- Regular evaluation is obtained from key stakeholder groups, including students, staff and governors.

GB2: learning from careers and labour market information

- All students have access to information about career paths and the labour market to inform their own decisions on study options via the school website, Careers Advisor meetings and regular PSHCE.
- The careers advisor meetings provide students support in understanding and interpreting LMI through guidance activity with an appropriately trained professional.
- Parents are encouraged to access and use LMI to support their children, which is regularly published on the school website and letters home.
- LMI information is adapted to meet the needs of different learners in SEND and NEET workshops.

GB3: addressing the needs of each pupil

- The school challenges stereotypical thinking about careers and raises student aspirations, including SEND, NEET and BAME workshops and presentations.
- The school Careers Advisor uses Compass+ to keep systematic records of students' individual advice and action plans.
- The school collects and uses data about students intended and actual education, training or employment destinations via tutor-led audits.
- The school provides targeted advice to vulnerable and disadvantaged students, such as SEND and NEET workshops.

GB4: linking curriculum learning to careers

- Subject teachers, especially in STEM areas, highlight subject relevance for future career paths in all schemes of work.
- Careers is incorporated into PSHE topics (e.g. 'Life beyond school' and 'Parliament & Politics').
 - Subject departments are supported to audit their careers in curriculum activity and supporting them to develop plans.
- Students are provided with opportunities to participate in careers activity, such as the Year 8 M&G Stem Enterprise workshop, which links curriculum-based maths to real-life business problems.

GB5: encounters with employers and employees

- The school builds relationships with local employers of all sizes and sectors.

- Students participate in at least one meaningful encounter with an employer every year, including
- workshops with Dell and Barclays.
- The school gathers feedback from employers about the school careers programme.
- The school works with local schools to plan a shared approach to engaging employers via engaging with the Hillingdon Careers Cluster and having regular meetings with a representative.
- The school works with external organisations to help source high-quality employer encounters, including the Talent Foundry.

GB6: experiences of workplaces

- The school ensures that all students have had at least one workplace experience by Year 11 & Year 13.
- There is a school-wide approach to planning, delivering, and evaluating work experience.
- Students are supported to be active participants in choosing workplace experiences, such as through advertisement of placements on KS5 Microsoft Teams.
- Students are prepared for work experience so that they understand what to expect, what is expected and how this links to their wider careers journey.
- Students are supported through their workplace experience and provided opportunities to reflect on the activity through experience specific reflection activities.
- The school keeps a close view on the workplace experiences students from deprived backgrounds have access to ensure they are not unfairly disadvantaged.

GB7: encounters with further and higher education

- The school ensures all students have a meaningful encounter with all relevant post-16 education providers. These are offered in various ways, including talks, small group activity, off-site visits to providers, high-quality current material and involving parents.
- The school is building relationships with local colleges, training providers and employer apprenticeship providers, including regular contact with Brunel University.
- The school considers how students will be introduced to post-14 options, for example, UTC's and studio schools.

GB8: personal guidance

- The school plans and reviews the careers programme to ensure it meets DfE statutory requirements in relation to personal guidance.
- The school ensures that every student has opportunities for guidance interviews with a level 6 qualified careers adviser, where clear records are stored on Compass+.
- The school provides targeted support for vulnerable or disadvantaged students, including NEET and SEND workshops across KS3 and KS4.
- Students are participating in ongoing careers conversations as part of their careers programme, including in PSHCE workshops and Careers Advisor meetings.
- All staff consider students careers pathways as part of the wider pastoral and student support provision, including SLT assemblies.
- The school plans the careers budget with costs for personal guidance included.

Provision

Careers provision is mapped against the Gatsby benchmarks. The current careers programme is delivered through a combination of methods, including explicit lessons provided within the taught PSHE programme in Years 7 through to Year 13, predominantly from tutor-led. Careers information is available from staff and within our careers library, which provides access to information on apprenticeships, universities, the labour market, career pathways and UCAS applications.

At Key Stage 3, this includes careers-based PSHE to raise aspirations. In Year 7, students attend the Barclays Life Skills workshop in order to develop their employability skills, including resilience and the development of a growth mindset. Employability skills are also developed in SEND workshops, where students work on teamwork and presentation skills. In Year 8, students explore STEM careers via the Shell Energy Quest programme and Dell Powering Futures workshops. Students also attend other employer-based activities in order to develop their knowledge of careers and future pathways. Year 9's are provided with great support during the options process, including discussing future career options linked with their options choices. Year 9 students also participate within an action research programme conducted by DHL.

At Key Stage 4, pupils continue researching careers and pathways into the sixth form and higher education. They develop skills in CV writing and interviews. This includes mock interviews with a range of employers, a week's work experience placement, assemblies on apprenticeships and A-level options and an A-level options evening for parents and pupils. Our Careers Advisor also runs NEET workshops in order to raise aspirations and personal careers guidance interviews. Students also listen to BAME careers presentations in order to challenge stereotypes.

At Key Stage 5, students take part in another work experience placement where they self-evaluate their performance and what they have learnt about the world of work. Students also have further personal careers guidance interviews, and group guidance on UCAS applications, including designated lessons and UCAS days. Students attend the Excel or Heathrow Apprenticeship Fair, go on university visits, including a GAMA trip to Oxford, St Anne's college to discuss university applications, courses and future careers. There are also employer talks, including from a barrister on law, to continue to educate students on the range of career pathways available to them.

SEND provision

- Every pupil with SEND follows the same programme of careers as their peers, with adaption and support from the SEND team where appropriate.
- Pupils with SEND across KS3 and KS4 participate in a careers workshop run by the school's Level 6 Careers Advisor and SEND team.
- Pupils can self-refer, and form tutors are also able to raise concerns. If the current provision cannot fully address a pupil's additional need, advice will be sought from the National Careers Service.
- The SENDCO meets with parents/carers to discuss option suitability where the individual need is likely to impact choices made during the options process.
- The SENDCO supports work experience placements, ensuring that providers are aware of individual needs to promote a positive experience.

Monitoring, recording and evaluation

- Built into the careers programme are opportunities for pupils to self-evaluate and reflect on their
 - learning at key points, such as following work experience and mock interviews during Year 10.
- Students also are given the opportunity to write feedback on all careers events.
- All recording and evaluation of the careers programme is systematically recorded on Compass+.
- School leavers destinations are also monitored and analysed.

Roles and responsibilities

All staff contribute to the implementation of this policy through their role as tutors and as subject specialists. Subject specialists embed careers into their subject area. A range of connections between Higher education providers and employers are forged and developed to support the curriculum through KS3 to KS5. However, we also have a specialist Careers team which includes:

Our SLT Careers Lead is Mr Edwards, who can be contacted via:

dedwards@barnhill.school

020 8839 0600 ext. 656

Our Careers Co-ordinator is Miss F Thomas, who can be contacted via:

fthomas@barnhill.school

020 8839 0600 ext. 634

Our Careers Advisor is Melanie Kindley-Deeks, who can be contacted via:

mkindleydeeks@barnhill.school

Our SENDCO is Claire Gibbons, who can be contacted via:

amohamed@barnhill.school

Business & further education providers

If you are a business or college, university or apprenticeship provider and would like to support our school with careers provisions. Please contact Mr Edwards or Miss Thomas using the email above.

Partnerships

The CEIAG programme is greatly enhanced through links which help to ensure that pupils' learning is current and relevant. We currently work with the Hillingdon Careers Cluster and Reed in Partnership in order to attend regular careers CPD and coordinate events, including work experience placements for students. In addition, we work closely with universities, colleges and apprenticeship providers, including Brunel University. We always strive to expand and improve our contacts. Governors are regularly updated on the careers programme, and there is an active link governor.

Policy statement for provider access

A provider wishing to request access should contact Mr D Edwards (SLT Careers Lead), via dedwards@barnhill.school.

Please see the separate policy for further details.