



## THE REDHILL ACADEMY CEIAG AND PROVIDER ACCESS POLICY 2023 - 24

### Key Priorities, Outcomes & Actions

#### **Commitment**

The Redhill Academy is committed to providing all students in Years 7-13 with a programme of careers activities and supporting activities. The programme has been developed in line with the eight Gatsby benchmarks and the CDI Framework for ensuring best practice and to meet the requirements of the Department for Education's Statutory Guidance, including Provider Access Legislation (formerly known as The Baker Clause).

#### **The Redhill Academy believes that:**

- Every student should have high quality, independent careers guidance to encourage them to be aspirational and well informed when making educational and career decisions.
- All students should participate in a range of activities to develop a variety of employability skills, preparing them for a working life which is in the best interest of the student, being enjoyable and providing economic well-being.

#### **Gatsby Career Benchmarks**

The Career Related Learning Programme is used to develop and improve the quality of career education and guidance offered to our students. The Gatsby Benchmarks identify good practice and define the essentials of good career guidance providing a robust and realistic framework for developing a career programme that is first class. Alongside this the CDI Framework's six learning units have been identified as being beneficial in the development of a positive career. As such we have also sought to incorporate many of its objectives into our Programme, primarily through the delivery of dedicated PSHE units running over a 5-year cycle.

#### **The Gatsby Benchmarks**

1. **A Stable Careers Programme** – following a structured cycle of planning, implementation and evaluation to inform continual improvement
2. **Learning from Career and Labour Market Information** – incorporating LMI on a number of different levels, e.g. Careers Platform (Unifrog) as well as posting relevant information on Class Charts and via the careers section on the school website
3. **Addressing the Needs of All Students** – targeted support where needed, challenging stereotypical thinking
4. **Linking Careers to the Curriculum** – delivery of subject-specific careers content as well as linking classroom skills to the world of work
5. **Encounters with Employers and Employees** – access to a range of speakers / opportunities through subjects and careers events such as Industry presentations, Alumni events, Careers Fair and Mock Interview Day
6. **Experience of Workplaces** – virtual work experience opportunities and a physical program in Y12, plus external trips / visits which may have careers content and workplace encounters
7. **Encounters with Further and Higher Education** – engagement with FE / HE through subjects, assemblies, and events such as Post 16 and Y13 Moving on Day and our Careers Fair
8. **Personal Guidance** – 1:1 / group guidance sessions with a level 6 qualified Adviser, involvement at parents / information evenings

## CDI Framework: Learning Units

1. **Grow Through Life** – development of self-awareness and reflection
2. **Explore Possibilities** – knowledge of pathways and sources of careers information to encourage exploration
3. **Manage Career** – understanding the concept of future planning / development of resilience and pro-activity
4. **Create Opportunities** – learning about connections, developing leadership and responsibility
5. **Balance Life and Work** – understanding the concept of balancing life and work, well-being and financial literacy
6. **See the Big Picture** – understanding context, e.g. impact of factors on the world of work (environment, politics and the pandemic)

## Expectations

### All students at the Academy should:

- Expect information, advice and guidance as an entitlement and know where to access up to date information about work, training and educational opportunities.
- Be given the opportunity to experience work related learning, including a period of work experience in Yr12.
- Experience a range of career related activities including careers workshops, employer talks, career fairs, guest speakers, college and university visits.

## Career Guidance

Academies have a duty to secure access to independent and impartial (no bias towards a particular education or work option) careers guidance for students' years 7-11 (Education Act 1997 & Careers Guidance & Inspiration in Schools Statutory Guidance). The Academy's duty to secure independent career guidance for all year 7-11 pupils is intended to expand advice and guidance for young people so they are inspired and motivated to fulfil their potential, develop high aspirations and consider a broad and ambitious range of careers.

### Key priorities:

- Provide independent & impartial careers advice, prevent stereotyping and promote the best interest of the student to whom it is given
- Ensure adequate support for students with SEN or disabilities
- Work with Local Authority to identify those at risk of becoming NEET (No Education, Employment, Training) and offer services to support them
- Work with education and training providers to provide information on the range of available education options including apprenticeships
- Inspire and motivate students to fulfil their potential and develop employability skills
- Provide direct students access to the National Careers Service, launched by the Government in April 2012, giving job market information and job profiles and other online career guidance sites, as well as using other sources such as Unifrog, Prospects and LMI for All (e.g. Careerometer)
- Provide access to online impartial careers and further and higher education resources
- Inspire students through real life experiences/real life contact with work, including the use of alumni students
- Provide entrepreneurial challenges to develop employability skills and self-employment opportunities
- Encourage students to study STEM subjects
- Develop employer-academy links with the help of the Gedling Borough Council to address career aspirations and link what is done in class to the outside world
- Develop careers content specific to curriculum areas to help students develop a sense of specific career sectors and their transferable skills

## Outcomes:

- Ensure all students are well informed when making subject and career decisions
- Reduce the amount of 16–18-year-old NEETs
- All students have a clear sense of achievable direction about future education, training options and goals
- All students to understand that if English and Maths not secured at grade 4, then this will be a continued subject for study at post 16
- All students understand the importance of STEM subjects
- All students are aware of out-of-school opportunities (e.g., National Citizen Service and voluntary activities).
- All students have a portfolio record of all extra-curricular and enterprise related activities that a student has taken part in (housed on the Unifrog platform)
- All students are aware of any post 16 funding available to them (16- 19 Bursary Fund)
- All students have interacted with employers and understand the skills employers are looking for.
- All students to have developed some, if not all, of the key skills needed to progress into employment and further and higher education.

<b>Proposed Actions</b> – please note these are calendared, further opportunities are likely to be added (contained in the ‘Actual Events Calendar’) to allow an accurate overview of provision and / or events may be subject to amendment as needed	<b>Date</b>	<b>Led by</b>	<b>Monitored by</b>	<b>GB#</b>
Identify critical cohorts to ensure students with SEND and / or disabilities receive additional personalised external and internal support	Autumn 1	HM	LW	1,3
Careers Session with Foundation Learner cohort in Y11 to introduce and research P-16 Pathways	20/9/23	HM	LW	1,2,3,4,8
Membership of Careers Hub / work with CEC to develop Careers Programme. Development of link with Enterprise Adviser Sunita Passi (Tri-dosha).	Ongoing	HM/KJ	LW	1,2,3,4,5,6
1:1 Careers Information / Advice / Guidance sessions with HM	Sept to June	HM/KJ	LW	1,2,3,8
KS3 Science Club – CREST Awards	From Autumn Term	JE	JD	2,3,4
KS4 (initially) – Drop-ins for I & A	Ongoing	HM/KJ	LW	2,8
PSHE – Y7 to 11 – elements mapped into the CDI Framework learning units (5 year cycle)	Ongoing	JC	LW	1,2,3,4
Update webpage and class charts with careers information and links to additional support	Ongoing	HM/KJ	LW	1,2,3,4
Careers Champions – working with Careers Lead to create resources, run careers events and connect with faculties	From Spring 1	KJ	LW	2,3,4,5,7
All Years – National Apprenticeship Week – virtual resources shared with students	Spring 1	KJ	LW	2,3,4
All Years – Careers Assemblies (in House groups)	Spring 2	KJ	LW	1,2,3,4
All Years – National Careers Week – Virtual resources to be shared via HW software and activities shared with tutors, e.g., Careers Quiz	4 <sup>th</sup> March	KJ	LW	2,3,4,5,6,7
All Years – Green Careers Week (information shared)	Autumn 2	HM	LW	2,4
All Years – Relevant ‘Careers in the Curriculum’ content connecting students to the world of work or helping to develop employability skills	Ongoing	FLs	KJ/LW	2,4
All Years – Redhill Careers Fair (Employers, Apprenticeship Providers, HE / FE) – Cancelled due to staffing change	December 2023	HM	LW	2,3,4,5,7

All Years – Future Talk Events using alumni students	Ongoing	HM/KJ	LW	2,3,4,5,7
All Years – Junior & Senior Maths Challenge competitions	Ongoing	Maths	SLT	3,4
Annual Presentation Evening (KS4 / KS5) - including inspirational speaker	March 2024	SLT	SLT	3,5
Y9 to 13: Duke of Edinburgh Award Scheme (Bronze / Silver / Gold)	Ongoing	CS / NC	PC	3,5,6
Performing Arts Aptitude Evening	8/11/23	Perf. Arts	EB	3
Oxbridge Information Evening	9/11/23	CB	GC/AE	3,4,7
Arts Celebration Evening	31/1/24	Perf. Arts	EB	3
Dance Evening	7/3/24	Dance	EB	3
Music Recital Showcase	13/3/24	YT	EB	3
Summer Concert	16/7/24	Perf. Arts	EB	3
Inter-House Science Challenge	11/3/24	Science / HoH	SLT	4
Inter-House English Writing Launch	TBC	English / HoH	SLT	4
Inter-House Maths Challenge Launch	6/11/23	Maths / HoH	SLT	4
LAMDA Showcase Event	18/6/24	Perf. Arts	EB	3,4
Y7 – House Trips to Walesby (Team Building)	Autumn 1	HoHs	SLT	1,3,5
Y7 Arts Day	9/7/24	Perf. Arts	EB	2,3,4,5
Y7 Letter to Self	Autumn 1	English	KW	3,4
Y7 Introduction to Unifrog lesson (delivered through IT)	Spring 1	KJ	LW	2,3,4
Y7 English Trip – Romeo & Juliet	21/3/24	RH		4,5
Y7 Future Talk Event/FE/HE assembly	Summer 1	KJ	LW	2,4,5
Y8 Future Talk Event/FE/HE assembly	Spring 2	KJ	LW	2,3,4,5,7
Y9 Future Talk Event/FE/HE assembly	Spring 2	KJ	LW	2,3,4,5,7
Y9 Options Evening (KJ present)	Spring 1	Teaching staff	MWA	2,3,4,8
Y9 Options chats (group guidance/targeted group support)	Spring 1	Various	MWA	2,3,4,8
Y9 Dance Primary Visits	21/5/24 & 22/5/24	Dance	EB	3,4,5,6
Y9 Parents Evening (KJ present)	12/3/24	Teaching staff	SLT	2,3,4,8
Y9 Battlefields Trip	17/6/24	History	DM	3,4,5
Y9 Arts Day	11/7/24	Perf. Arts	EB	2,3,4,5
Y9 / Y10 – Dance Careers Day (Rollo Academy)	4/7/24	RD	EB	2,3,4,5
Y10 English students: Macbeth Workshop with external provider	11/9/23	RH	MH	3,5
Y10 Dance Trip: Nottingham College	19/1/24	Dance	EB	2,4,7
Y10 Theatre Trip – Shrek at Leicester Curve	19/10/23	Drama	EB	4,5
Y10 Parents Evening (HM present)	18/7/24	Teaching staff	SLT	2,3,4,8
Y10 MFL Trip: Paris	28/6/24	MFL	DG	3,4,5,6

Y10 English Trip – Newstead Abbey	19/6/24	English	RH	3,4
Y10 Change Management / Decision-making Session	Summer Term 2	KJ	LW	3,8
Y10 Post-16 Taster Day – A Level sessions and careers sessions for L2/L1 students	15/7/24 (tbc)	CB	AE	3,4,5
Y10/Y11 Dance Trip – Dance Alley	10/10/23	RD	EB	3,5
Y11 / Y10 (Summer Term, from 27/6/22) Academic Assertive Mentoring sessions	Half-Termly	Tutors	GC	1,2,3,4
Y11 English students: Macbeth Workshop with external provider	11/9/23	RH	MH	3,5
Y11 Careers Mentoring through SSC (Targeted cohort)	Ongoing	JJ-D	AB	1,2,3,4,5
Post-16 Open Evening (HM present)	Autumn 2	CB/GC	AE	2,3,4,7,8
Y11 Mock Interview Day (e-book preparation shared ahead of the event)	6/10/23	HM	LW	3,4,5
Y11 Geography – Field Trip (Castleton)	11/10/23	MF	LW	2,4,5
Y11 Arts Inspiration Workshop	11/10/23	EB	EB	3,4,5
Y11 Parents Evening (KJ present)	28/2/24	Teaching staff	SLT	2,3,4,8
Y11 Dance Choreography Showcase	25/1/24	RD	EB	3
Y11 Mock Results Day - 1:1 mentoring feedback (KJ Present)	9/2/24	SLT / FL / HOH	MH	2,3,4
Y11 English Trip: Poetry Live	29/1/24	English staff	RH	3,4,5
Y11 GCSE Results Day – KJ present	August 2024	CB/GC	AE	2,3,4,8
Y12 / Y13 Politics Trip: Democracy Day at Gedling Borough Council	15/9/23	TS	Hums	2,4,5,6
Y12 / Y13 Art Trip to London	23/2/24	AS/CW	EB	3,4,5
Y12 / Y13 Dance Trip: Move It Event in London	15/3/24	RD	EB	3,4,5
Y12 Induction Day	18/7/24	CB	GC	3,4,7
Y12 Stepping Up Day (and Welcome Evening for Parents) including input from NTU on study skills and success	8/9/23	CB	GC	2,3,4,7
Y12 Next Steps Conference – Day 1 – University Trip	26/6/24	CB	GC	1,3,4,7
Y12 Next Steps Conference – Day 2 – Sessions / application support	27/6/24	CB	GC	1,3,4,7
Y12 Welcome Evening for Parents	12/9/23	CB	GC	3,4
Y12 Maths Olympiad for Girls	27/9/23	Maths	CC	3,4,5
Y12 –Oxbridge Admissions Tests	3/10/23	CB	GC	3
Y12 – Theatre Trip – Kin at Nottingham Playhouse	11/10/23	EB	EB	4,5
Y12 – HE+ Launch Event (Redhill is a local hub for 14 Nottingham schools)	31/1/24	AE	AE	7
Y12 – HE+ Trip 1 & 2: Peterhouse (Cambridge)	21 & 22/2/24	AE	AE	4,7
Y12 Parents Evening (KJ present)	4/6/24	Teaching staff	SLT	2,3,4,8
Y12: HE+ Graduation Event	10/5/24	AE	AE	7
Y12 Next Steps Conference	22/7/24	CB	GC	2,3,4,5,7
Y12 Mock Results Day - 1:1 mentoring feedback (KJ Present)	22/7/24	CB	GC	2,3,4
Y12 Work Experience Week	w/c 15/7/24	LD/CB	GC	2,3,4,5,6

Y13 Geography Fieldtrip: Overstrand (Norfolk)	12/9/23	MF	DM	3,4,5
Y13 Psychology students – Alumni Talk about life studying Psychology at university	19/9/23	AP	JD	3,4,7
Y13 Theatre Tip – Metamorphosis at Leicester Curve	20/9/23	EB	EB	4,5
Y13 Pathways Information Evening for Parents (HM present)	20/9/23	CB	GC	4,7
Y13 Oxbridge Interview Practice & HE+ Interview Workshop	9/10/23	AE	AE	3,4,7
Y13 Mock Medicine Interviews	4/12/23	AE	AE	3,4,7
Y13 Parents Evening – HM present	4/3/24	CB	GC	2,3,4,8
Y13 Moving on Day – including HE, apprenticeship and employer input	19 <sup>th</sup> April 2024	CB/KJ	GC	2,3,4,5,7
Y13 Mock Results Day - 1:1 mentoring feedback (KJ Present)	4/3/24	CB	GC	2,3,4
A Level Results Day – KJ present	August 2024	CB/GC/KJ	SLT	2,3,4,8
The Stellar Programme: Opportunities aimed at boosting ‘super-curricular’ and raising aspirations	Ongoing	CB/GC	AE	1,3,4,5,7
KS5 – PSHE Programme including elements mapped into the CDI Framework	Ongoing	JC/ CB	GC	1,2,3,4

### **Co-Curricular Offer**

The Redhill Academy also encourages student participation in a wide range of co-curricular activities, some of which are aligned with the Gatsby Benchmarks. Examples include:

- Diversity Ambassadors
- Debate Club
- EPQ (Sixth Form additional qualification)
- KS3 Science CREST Awards
- Language Ambassadors

Please refer to our ‘Curriculum Plus’ booklet for more details.

## Overview by Year

### Year 7

- Tutors provide advice to students on an individual basis against achievement
- Online/website link to career guidance through Unifrog (introduced via IT lesson)
- Careers lessons through PSHE linked to elements of the CDI Framework / learning units
- Apprenticeship Webinars and talks during National Apprenticeship Week
- Careers talks during National Careers Week and other themed weeks (e.g. Green Careers)
- Alumni events and Careers assemblies
- Year group assembly with a local provider of FE / HE / Apprenticeships

### Year 8

- Tutors provide advice to students on an individual basis against achievement
- Online/website link to career guidance using the Unifrog website
- Careers lessons through PSHE linked to elements of the CDI Framework / learning units
- Apprenticeship Webinars and talks during National Apprenticeship Week
- Careers talks during National Careers Week and other themed weeks (e.g. Green Careers)
- Opportunity to speak to employers and providers at The Redhill Careers Fair
- Alumni events and Careers assemblies
- Year group assembly with a local provider of FE / HE / Apprenticeships

### Year 9

- Tutors provide advice to students on an individual basis against achievement
- Careers in the curriculum lessons to include external speakers – Subject specific careers talks supporting GCSE Options
- Online/website link to career guidance using the Unifrog website
- Careers lessons through PSHE linked to elements of the CDI Framework / learning units
- Duke of Edinburgh Award
- Apprenticeship Webinars and talks during National Apprenticeship Week
- Year 9 Options assembly / targeted support and guidance / parental engagement at Options Evening discussing Pathways
- Careers talks during National Careers Week and other themed weeks (e.g. Green Careers)
- Opportunity to speak to employers and providers at The Redhill Careers Fair
- Alumni events and Careers assemblies
- Year group assembly with a local provider of FE / HE / Apprenticeships

## Year 10

- Students are given guidance by teachers about the links between curriculum learning and real-life work
- Targeted one to one impartial careers interview and mentoring
- Tutors to provide advice to students on an individual basis against achievement
- Online/website link to career guidance using the Unifrog website
- Careers lessons through PSHE linked to elements of the CDI Framework / learning units
- Duke of Edinburgh Award
- 6th Form and college visits (Post 16 Taster Day)
- CV workshops
- Apprenticeship Webinars and talks during National Apprenticeship Week
- Careers talks during National Careers Week and other themed weeks (e.g. Green Careers)
- Pathways information / access to local providers / Decision-making / management of change session
- Targeted group support – Foundation Learners
- Opportunity to speak to employers and providers at The Redhill Careers Fair
- Alumni events and Careers assemblies
- Year group assembly with a local provider of FE / HE / Apprenticeships

## Year 11

- Tutors mentor students on an individual basis against achievement
- Online/website link to career guidance using the Unifrog website
- Careers lessons through PSHE linked to elements of the CDI Framework / learning units
- Face to face career guidance interview to provide independent & impartial careers advice and promote the best interest of the student
- Apprenticeship information and CV workshops
- Application processes, interview techniques, post 16 pathways and support from local employers including Mock Interviews
- Aspirational guest speakers
- Sixth Form and University visits
- Apprenticeship Webinars / assemblies during National Apprenticeship Week
- Careers talks during National Careers Week and other themed weeks (e.g. Green Careers)
- Opportunity to speak to employers and providers at The Redhill Careers Fair
- Alumni events and Careers assemblies
- Year group assembly with a local provider of FE / HE / Apprenticeships



## Year 12 & Year 13

- Post 18 options and UCAS information / Preparation for entrants to university (comprehensive package)
- Super-curricular encouraged via the STELLAR Programme
- University visits, university Fairs, workshops on study skills, mock interviews and job applications
- G&T Targeted – HE+ Programme (Oxbridge applicants)
- One 2 one careers interviews available to all 6<sup>th</sup> form students on request
- Work Experience week for all year 12 students
- Y12 Next Steps Conference and Y13 Moving on Day with input from external providers including Apprenticeships / HE
- Opportunity to speak to employers and providers at The Redhill Careers Fair
- Alumni events and Careers assemblies with guest speakers to cover future aspirations & researching options
- Year group assembly with a local provider of FE / HE / Apprenticeships

## **Monitoring and Evaluation**

Monitoring of the activities and the guidance taking place will include observations by SLT and feedback from students and those engaged in activities (e.g. parents, colleges, and employers). Outcomes will be reported to SLT and Governors on an annual basis via CEIAG evaluation / audit.

### **Impact will be measured by:**

1. Attainment and destination of students – closing the gap between young people from disadvantaged backgrounds and others
2. NEET figures
3. Questionnaires – trend analysis (e.g. Pathway options / parental engagement)
4. Student / staff evaluation forms

**Date of next review: Summer Term 2024 (KJ / LW)**

## The Redhill Academy Provider Access Policy 2023-24

This policy sets out the school's arrangements for managing access of providers to 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 students in years 8 to 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, group discussions and taster events;
- To understand how to make applications for the full range of academic and technical courses

**For students at compulsory school age these encounters are mandatory and there will be a minimum of two encounters at both KS3 (Y8 to 9) and KS4 (Y10 / Y11). For students in Y12 or Y13, particularly those that have not yet decided on their next steps, there are two further 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 these 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**.

Our proposed provision for 2023-24 is outlined as follows:

1. Y8 to 11 - Year group assembly with local FE / HE / Apprenticeship Provider
2. Y8 to 13 - Annual Careers Fair (Autumn Term)
3. Y12 - Next Steps Day (Summer 2024) - looking at alternatives to university, sessions with Apprenticeship / training providers
4. Y13 - Moving on Day (Spring 2024) - looking at alternatives to university, sessions with Apprenticeship / training providers

## Previous providers

In previous terms / years we have invited the following providers from the local area to speak to our students:

- Nottingham College
- Confetti College
- West Notts College
- Brackenhurst College
- Sports Gateway, Hucknall
- ASK – Apprenticeship Service
- Inspire Learning
- Universities / HE Providers
- Armed Forces
- Local employers – e.g. NHS, Civil Service, E-ON, Siemens, Ideagen, DWP, GF Tomlinson and Experian
- Independent technical training providers (e.g. Access Training)

## Destinations of our KS4 students

**Last year our year 11 students moved to a range of providers inside and outside of the local area after school:**

Redhill Sixth Form (A Level pathway)

Redhill Sixth Form (Oakwood: Vocational pathway)

NTU Confetti College

NTU Brackenhurst College

Nottingham College (A Level / vocational including T Levels)

West Notts College (A Level / vocational including T Levels)

Bilborough Sixth Form College (A Level / vocational)

NUAST (A Level / vocational)

Arnold Hill Academy (A Level / vocational)

Colonel Frank Seely Academy (A Level / vocational)

West Bridgford School (A Level / vocational)

Other FE Colleges (outside Nottinghamshire)

Football Academies (NFFC, Sports Gateway, Pro Direct Sports Academy)

Performing Arts Academies (outside Nottinghamshire)

Apprenticeships (e.g. Business Admin (HR), Travel Consultant, Hairdressers, Nursery Worker, Construction and Engineering)

Armed Forces

You can also view our latest 'First Destinations' Report as shared by the Local Authority (2023) below:

## First Destinations for 2023 Year 11 Leavers

### Redhill Academy

Destination	White		Black African		Black Cari-		Black Other		Dual Heri- tage		Indian		Paki- stani		Bangla- deshi		Chi- nese		Other		No Ethnic		Male		Female		Unknown		Total	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	No	%	No	%	No	%	No	%
Continued Education in School	29	37	2	1	0	2	0	0	3	5	1	0	1	1	0	0	1	0	1	2	3	0	41	36.28%	48	36.64%	2	66.67%	91	36.84%
College of Further Education	52	59	0	0	1	3	0	0	7	5	0	0	0	0	0	0	0	0	1	1	2	7	63	55.75%	75	57.25%	1	33.33%	139	56.28%
Training - Not Employed	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	2.65%	1	0.76%	0	0.0%	4	1.62%
Employment with planned training	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3	2.65%	4	3.05%	0	0.0%	7	2.83%
Employment without planned training	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0.88%	0	0.0%	0	0.0%	1	0.4%
Not in Education, Employment or Training	2	2	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2	1.77%	3	2.29%	0	0.0%	5	2.02%
<b>TOTAL</b>	<b>90</b>	<b>102</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>11</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>5</b>	<b>8</b>	<b>113</b>		<b>131</b>		<b>3</b>		<b>247</b>	



## **Destinations of our KS5 students:**

**Last year our 2023 year 13 pupils moved to a range of providers after school including:**

HE Institutions – Oxbridge

HE Institutions – Wider Russell Group

Other HE Institutions

HE – Access to University courses

Apprenticeships – (including Aerospace Engineer, Dental Nurse, Nursery Worker, Quantity Surveyor)

Employment with training

GAP Year / Work Experience and Volunteering

## **Management of provider access requests**

### **Procedure**

A provider wishing to request access should contact Mrs Kary Jane (Careers and Aspirations Leader) who will then liaise with the appropriate senior leader to consider the request.

Telephone: 0115 9261481 ext. 124

Email: [k.jane@theredhillacademy.org.uk](mailto:k.jane@theredhillacademy.org.uk)

The Careers & Aspirations Leader will also ensure that students and parents are signposted to relevant website information on providers and will disseminate printed information as required.

### **Safeguarding**

Providers are expected to comply with the academy's safeguarding policy.

DBS checks are not normally required for a 'one-off' academy visit however we may require a level of supervision to take place which will be considered on an individual event basis.

### **Opportunities for access**

The school offers the six provider encounters required by law and a number of additional events, integrated into the school careers programme. We will offer providers the opportunity to come into school to speak to students or their parents / carers.

Please speak to our Careers Leader to identify the most suitable opportunity for you

**Provider Access Delivery Programme**

<b>Key Phase</b>	<b>Year Group</b>	<b>Autumn Term</b>	<b>Spring Term</b>	<b>Summer Term</b>
<b>First Key Phase –</b> Legislation requires x 2 encounters to take place by 28th February of Year 9. Mandatory for all pupils to attend and to take place during school day hours.	Year 7/8	<b>Encounter 1 –</b> University/ FE College Assembly Introduction		
	Year 9		<b>Encounter 2 –</b> KS4 options event - Colleges and Apprenticeship providers attending to give presentations to pupils	
<b>Second Key Phase –</b> Legislation requires x 2 encounters to take place by 28th February of Year 11. Mandatory for all pupils to attend and to take place during school day hours.	Year 10			<b>Encounter 3 –</b> Post 16 technical education options assembly with general further education colleges
	Year 11	<b>Encounter 4 –</b> Post 16 Apprenticeships and Further education assembly		
<b>Third Key Phase –</b> Legislation requires x 2 encounters to take place by 28th February if in Year 13. Mandatory for the school to put on but optional for students to attend.	Year 12		<b>Encounter 5 –</b> HE fair for a variety of HE providers including local further education colleges	
	Year 13	<b>Encounter 6 –</b> Post 18 assembly – with higher and degree apprenticeship providers		

## **Premises and facilities**

The school will make suitable spaces available for discussions between the provider and students, as is appropriate for the scope and scale of the activity or event. The school will also make available IT or other specialist equipment to help support provider presentations. This will all be discussed and agreed on in advance of the visit with the Careers Leader or linked staff member.

Meaningful online engagement is also an option, and we are open to providers that are able to provide live online engagement with our students.

Providers are welcome to leave a copy of their prospectus or other relevant course material at the main reception which will then be shared with the library / careers team and disseminated to students. They will be able to access these materials via the school library or by asking our Careers Adviser / Leader – Mrs Jane

## **Complaints**

Any complaints with regards to provider access can be raised by following the School's Complaint Procedure. This policy can be found in the Parent section of the school website.

## **Approval and review**

Approved September 2023 by Governor (Mr Philpotts)

Next Review: July 2024

Responsible staff: Mrs Jane (Trust Careers Leader) and Miss Wilkinson (Academy SLT link for PD)