



THE REDHILL ACADEMY CEIAG AND PROVIDER ACCESS POLICY 2024 - 25

Key Priorities, Outcomes & Actions

Commitment

The Redhill Academy is committed to providing all students in Years 7-13 with a program of careers events and supporting activities. The program 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's related learning program 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 program 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 program, primarily through the delivery of dedicated PSHE units running over a 5-year cycle.

The Gatsby Benchmarks

1. **A Stable Careers Program** – following a structured cycle of planning, implementation, and evaluation to inform continual improvement.
2. **Learning from Career and Labour Market Information** – incorporating LMI on several 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 taster day, Y13 Moving on day and our Academy Careers Fair.
8. **Personal Guidance** – 1:1 / group guidance sessions with a level 6 qualified Advisor and 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 7-13 (Education Act 1997 & Careers Guidance & Inspiration in Schools Statutory Guidance). The Academy's duty to secure career guidance for our 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.
- 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 Math's 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.

Proposed Actions – please note these are calendared, further opportunities are likely to be added to allow an accurate overview of provision and/or events may be subject to amendment as required.	Date	Led by	Monitored by	Gatsby Benchmark
Identify critical cohorts to ensure students with SEND and / or disabilities receive additional personalised external and internal support	Autumn Term 1	KJ	CBH	1,3
Careers Session with Foundation Learner cohort in Y11 to introduce and research Post 16 Pathways	Autumn Term 2	KJ	CBH	1,2,3,4,8
Government backed membership with the Careers Hub/CEC to support Academy careers program (and work with dedicated Business Enterprise link Sunita Passi at Tri-dosha).	Ongoing	KJ	CBH	1,2,3,4,5,6
1:1 Careers Information / Advice / Guidance sessions with Level 6 qualified Advisor - KJ	Ongoing	KJ	CBH	1,2,3,8
KS4/KS5 Drop-in opportunities for Information and Advice – Careers Café	Ongoing – Weds PM	KJ	CBH	2,8
PSHE – Y7 to 13. Elements mapped into the CDI Framework learning units (5-year cycle)	Ongoing	JC	CBH	1,2,3,4
Update school webpage, socials and Class Charts with careers information and links to additional support and events	Ongoing	KJ	CBH	1,2,3,4
Careers Champions – working with faculty leads to create resources, run careers events linking careers to curriculum learning and connecting students to the world of work or helping to develop employability skills	Ongoing	KJ	CBH	2,3,4,5,7
All Years – Dedicated Careers related assemblies (in House & Year groups)	Ongoing	KJ	CBH	1,2,3,4
All Years – National Apprenticeship Week – virtual resources shared with students via Class Charts	W/c 10 th Feb	KJ	CBH	2,3,4
All Years – National Careers Week – Virtual resources to be shared via Class Charts and tutors.	W/c 3 rd March	KJ	CBH	2,3,4,5,6,7
All Years – Redhill Careers Fair (Employers, Apprenticeship Providers and HE / FE institutions)	4 th December	KJ	CBH	2,3,4,5,7
All Years – Future Talk Events using alumni students	Ongoing	KJ	CBH	2,3,4,5,7
Annual Presentation Evening (KS4 / KS5) - including inspirational speaker	Spring Term 1	SLT	SLT	3,5
Y9 to 13: Duke of Edinburgh Award Scheme (Bronze / Silver / Gold)	Ongoing	CS	SLT	3,5,6
Y7 Letter to myself – Reflection task re visited in Year 11	Autumn Term 1	English	KJ/CBH	3,4

Y7 Introduction to Unifrog lesson (delivered through IT lessons)	Spring Term 1	IT Dept	KJ/CBH	2,3,4
Y7 Future Talk Event/FE/HE assembly	7 th January	KJ	CBH	2,4,5
Y8 Future Talk Event/FE/HE assembly	11 th February	KJ	CBH	2,3,4,5,7
Y9 Future Talk Event/FE/HE assembly	1 st April	KJ	CBH	2,3,4,5,7
Y9 Options Evening (KJ present)	Spring Term 1	Teaching staff	MWA	2,3,4,8
Y10 Future Talk Event/FE/HE assembly	11 th March	KJ	CBH	2,3,4,5,7
Y10 Parents Evening (KJ present)	3 rd June	Teaching staff	SLT	2,3,4,8
Y10 Change Management / Decision-making Session	Summer Term 2	KJ	CBH	3,8
Y10 Post-16 Taster Day – A Level and Vocational tasters/insight sessions	Summer Term 2	CB/KJ	AE/CBH	3,4,5
Post-16 Sixth Form Open Evening (KJ present)	3 rd October	CB	AE/CBH	2,3,4,7,8
Y11 Future Talk Event/FE/HE assembly	3 rd December	KJ	CBH	2,3,4,5,7
Y11 Mock Results Day - 1:1 mentoring feedback (KJ Present)	19 th December	MWA	SLT	2,3,4
Y11 Parents Evening (KJ present)	8 th January	Teaching staff	SLT	2,3,4,8
Y11 GCSE Results Day – (KJ present)	August 2025	SLT/Post 16 Team	AE/CBH	2,3,4,8
Y11 into Y12 Induction Day	Summer Term 2	CB	CBH	3,4,7
Y12 Stepping Up Day (and Welcome Evening for Parents) including input from NTU on study skills and success	Autumn Term 1	CB	CBH	2,3,4,7
Y12 – HE+ Launch Event (Redhill is a local hub for 14 Nottingham schools)	22 nd January	AE	AE	7
Y12 – HE+ Trip 1 & 2: Peterhouse (Cambridge)	12 th & 13 th March	AE	AE	4,7
Y12: HE+ Graduation Event	7 th May	AE	AE	7
Y12 Work Experience Week	W/c 30 th June	LD/CB	CB	2,3,4,5,6
Y12 Mock Results Day - 1:1 mentoring feedback (KJ Present)	16 th July	CB	CB	2,3,4
Y12 Parents Evening (KJ present)	16 th July	Teaching staff	SLT	2,3,4,8
Y12 Post 18 Next Steps Conference	Summer Term 2	CB	CBH	1,3,4,7
Y13 Pathways Information Evening for Parents (KJ present)	Autumn Term 1	CB	CBH	4,7
Y13 Moving on Day at NTU – including input from HE, Apprenticeship, and outreach services	Autumn Term 1	CB/KJ	AE/CBH	2,3,4,5,7
Y13 Oxbridge Interview Practice & HE+ Interview Workshop	Autumn Term 2	AE	AE	3,4,7
Y13 Mock Medicine Interviews	5 th December	AE	AE	3,4,7
Y13 Parents Evening – (KJ present)	4 th March	CB	CBH	2,3,4,8
A Level Results Day – (KJ present)	August 2025	CB/GC/KJ	SLT	2,3,4,8
The Stellar Programme: Opportunities aimed at boosting ‘super-curricular’ and raising aspirations	Ongoing	CB/CBH	AE	1,3,4,5,7

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:

- Equity, Diversity, and Inclusion Ambassadors
- Debate Club
- EPQ (Sixth Form additional qualification)
- Careers Café

Please refer to our 'Curriculum Plus' booklet for more details.

Careers 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).
- 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

- Tutors to provide advice to students on an individual basis against achievement.
- Students are given guidance by teachers about the links between curriculum learning and real-life work.
- Targeted one to one impartial careers meeting and mentoring with Careers Advisor in the summer term.
- 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).
- 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 / CV Workshops.
- 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.
- Career guidance meeting with Careers Advisor to provide independent & impartial careers advice and promote the best interest of the student.
- Application processes, interview techniques, post 16 pathways and support from local employers including Mock Interviews.
- 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, Aspirational guest speakers 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 meetings with Careers Advisor available to all 6th 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 / end of year review and 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 / external provider evaluation forms.

Date of next review: Summer Term 2025 (KJ / CB)

The Redhill Academy Provider Access Policy 2024-25

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 7 to 13 are entitled:

- To find out about technical education qualifications and apprenticeships opportunities, as part of a careers program 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 on to.
- Provide insights into what it might be like to learn or train with that provider (including the opportunity for staff and students to meet the providers establishment).
- Answer meaningful questions.

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 2024-25 is outlined as follows:

1. Y7 to 11 - Year group assemblies with local FE / HE / Apprenticeship Provider
2. Y9 to 13 - Annual Careers Fair (Autumn Term)
3. Y12 - Next Steps Day (Summer Term) - looking at alternatives to university, sessions with Apprenticeship / Training providers.
4. Y13 - Moving on Day (Spring Term) - looking at alternatives to university, sessions with Apprenticeship / Training providers.

Previous providers to access the Academy

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

- Nottingham Colle
- Confetti College
- West Notts College
- Brackenhurst College
- Sports Gateway
- Pro Direct Academy
- Nottingham Forest
- Inspire Learning
- Midlands Academy of Dance & Drama
- The National Horse Racing College
- University institutions / HE Providers
- Independent technical training providers (e.g. Access Training)
- ASK – Apprenticeship Service (Gov.uk)
- Armed Forces & Public Services
- Local employers, including NHS, DWP - Civil Service, E-ON, Siemens, Ideagen, Experian, Microsoft, KH Hair & Beauty, GF Tomlinson and Drury Joinery.

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 (including those outside Nottinghamshire)
 Armed Forces
 Apprenticeships (e.g. Business Admin/HR, Travel Consultant, Hairdressers, Nursery Worker, Construction and Engineering)

You can also view our latest 'First Destinations' Report as shared by the Local Authority (2024 leavers) below:

First Destinations for 2024 Year 11 Leavers

Redhill Academy



Destination	White		Black African		Black Caribbean		Black Other		Dual Heritage		Indian		Pakistani		Bangladeshi		Chinese		Other		No Ethnic Info		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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	45	51	45	38.46%	51	38.06%	1	100.0%	97	38.49%
College of Further Education	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	61	74	65	55.56%	74	55.22%	0	0.0%	139	55.16%
Training - Not Employed	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	4	1	0.85%	4	2.99%	0	0.0%	5	1.98%
Employment with planned training	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	4	3	2.56%	4	2.99%	0	0.0%	7	2.78%
Not in Education, Employment or Training	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	3	2.56%	1	0.75%	0	0.0%	4	1.59%
TOTAL	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	112	134	117		134		1		252	

Destinations of our KS5 students

Last year our 2024 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 Kary Jane (Careers and Aspirations Lead) who will then liaise with the appropriate senior leader to consider the request.

Telephone: 0115 9261481 ext. 124

Email: k.jane@theredhillacademy.org.uk

The Careers & Aspirations Lead 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 several additional events, integrated into the school careers program. We will offer providers the opportunity to come into school to speak to students or their parents / carers on request.

Please speak to our Careers Lead to identify the most suitable opportunity.

Provider Access Delivery Programme 2024 -25

Key Phase	Year Group	Autumn Term	Spring Term	Summer Term
First Key Phase – 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		Encounter 1 – University/ FE College Assembly Introduction	
	Year 9		Encounter 2 – KS4 options event - Colleges and Apprenticeship providers attending to give presentations to pupils	
Second Key Phase – 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			Encounter 3 – Post 16 technical education options assembly with general further education colleges
	Year 11	Encounter 4 – Post 16 Apprenticeships and Further education assembly		
Third Key Phase – 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		Encounter 5 – HE fair for a variety of HE providers including local further education colleges	
	Year 13	Encounter 6 – 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 Lead 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 Lead.

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 2024 by SLT

Next Review: July 2025

Responsible staff: Kary Jane (Trust Careers Lead) and Cheryl Booth (Academy SLT link for PD)