



The Redhill Academy

Redhill Academy will work to ensure that *all* our young people have opportunities to:

1. Invest in themselves, recognise their own strengths and values and take responsibility for developing their work readiness skills and behaviours. **Self-motivated.**
2. Have the tools and skills required to present themselves to a future employer. **Self-assured.**
3. Have high aspirations for themselves. **Aspirational.**
4. Understand the opportunities available to them locally and beyond and make realistic choices. **Informed.**
5. Have experiences of work that is rewarding and fulfilling. **Experienced.**
6. Achieve qualifications valued by employers. **Achieving.**
7. Understand that employers want people who will work hard and are accountable for their actions. **Accountable.**
8. Understand that employers want young people who can listen and learn from their successes and their mistakes, and keep going. **Resilient.**
9. Work creatively to achieve their potential and that of the business. **Entrepreneurial**
10. Have effective communication and co-working skills. **Co-operative.**

All Careers events help students to achieve the ten Careers and Employability goals of: **Resilience, Co-operative, Accountable, Self-motivated, Self-assured, Aspirational, Informed, Entrepreneurial, Achieving.**

- All Redhill students from years 7 to 13 have full access to a dedicated and updated careers library containing literature on interview skills, CV Writing, career options and FE and HE course options.
- The Academy subscribes to an online careers platform (Unifrog) which includes careers information, post-16 and post-18 educational routes and apprenticeship information. Students can access the system at home and via PSHE, tutor time and in careers lessons
- During National Apprenticeship week and National Careers week, all pupils across the school and 6th form are invited to careers and aspirational talks throughout the week, delivered by local employers and members of the local community.
- All vocational courses have careers units embedded into their curriculum, and all subject areas use careers information to support their curriculum
- All students have access to a bank of electronic resources via Microsoft Teams
- The Redhill Academy work closely with local businesses and professionals from the world of work who very generously give their time to help with and enhance our careers programme.

Years 7, 8 and 9 Self-motivated, Informed, Aspirational, Accountable, Self-assured, Achieving, Entrepreneurial, Co-operative.

- PSHE Careers programme to include units on Labour Market Information (LMI), self awareness and opportunity awareness, Enterprise, Employability, Employment sectors, online careers resources and post 16 and post 18 options
- Throughout year 7, 8 and 9 to accompany the careers education delivered through PSHE, career learning is also incorporated across the curriculum.
- Year 8 Option events with students and parents
- University visits and assemblies

Year 10 Self-motivated, Informed, Aspirational, Accountable, Self-assured, Achieving, Entrepreneurial, Co-operative.

- An individual and impartial careers interview offered to targeted students,
- CV writing workshops and careers programme within PSHE with accompanying careers workbook
- Online and virtual workshops with Redhill's Enterprise Advisor
- Oxbridge information evening open to students and parents
- Whole year work related learning, employability and LMI programme

Year 11 - Self-motivated, Self-assured, Experience, Achieving, Accountable, Co-operative, Resilient, Aspirational, Informed, Entrepreneurial

- An individual and impartial careers interview offered to all students
- Sixth form open evening and taster day
- Mock interviews with local employers for a all year 11 students
- Apprenticeship information and targeted workshops
- Raising the grade targeted university visit
- Oxbridge information evening
- After school careers drop in sessions every Wednesday

Post 16 - Experience, Self-motivated, Informed, Aspirational, Accountable, Resilient, Entrepreneurial, Achieving, Self-assured, Co-operative.

- University and apprenticeship information evening for parents and students
- University visits, university fairs, workshops on study skills, mock interviews and job application support
- 1 hour 40 minutes per week – tutor times and assemblies with guest speakers to cover future aspirations and researching options
- One to one careers interviews on request available to all students
- Work experience programme
- Unifrog workshops

