

Brompton Hall Careers Policy

Statutory Requirements and Expectations

This policy is based on the Department for Education's (DfE's) statutory [Careers guidance and access for education and training providers](#).

This guidance refers to:

- The Education Act 1997
- The Education and Skills Act 2008
- The School Information (*England) Regulations 2008

This policy is also in line with the Education (Careers Guidance in Schools) Act 2022. This came into force on 1 September 2022, and amended the existing duty in The Education Act 1997, so that our school must now secure independent careers guidance from Year 7.

The eight Gatsby Benchmarks are at the heart of our policy. These are:



Our Vision

Brompton Hall School is a North Yorkshire LA Residential Special School for boys who have an Education, Health & Care Plan, whose ages range between 8 and 16 years.

All our pupils have social, emotional and behavioural difficulties that impact on their academic and social development. This means that many of our learners have had negative educational experiences and as a result are particularly vulnerable to becoming NEET (Not in Employment, Education or Training).

We believe that every pupil at Brompton Hall School is entitled to high quality career education and guidance as part of their overall education. Our careers programme aims to support pupils as they embark on each stage of their educational journey. We firmly believe in the entitlement of all students to aspire to ambitious career goals and are aware of the negative impact that stereotyping can have on these goals.

We work collaboratively with internal and external stakeholders to build a cohesive programme of careers education to ensure that every learner reaches their full potential and has an identified destination when they move on to the next stage in their learning journey, post 16. We do this through ensuring that careers advice and guidance is a continuous priority in the school's strategic development plan.

We support our pupils to achieve their best intended outcomes by raising aspirations and providing access to differentiated, impartial and independent information and guidance about the range of options available.

Commitment

Brompton Hall School we are committed to providing a planned Careers programme adapted to suit the needs of each individual pupil. Pupils will leave Brompton Hall with the skills and knowledge required to support their entry to further education, training or employment. The school works with the Local Authority and a wide range of voluntary / statutory agencies to support our learners whose circumstances have made them vulnerable or hard to reach.

Roles and Responsibilities

The governing body

The governor with responsibility for careers is ????

The governing body will:

- Provide clear advice and guidance on which the school can base a strategic careers plan which meets legal and contractual requirements.
- Appoint a member of the governing board who will take a strategic interest in careers education and encourage employer engagement.
- Make sure independent careers guidance is provided to all pupils throughout their secondary education (11 to 16 year-olds) and that the information is presented impartially, includes a range of educational or training options and promotes the best interests of students
- Make sure that a range of education and training providers can access pupils in Years 8 to 11 to inform them of approved technical education qualifications and apprenticeships.
- Make sure that details of our school's careers programme and the name of the career's leader are published on the school's website
- Make sure that arrangements are in place for the school to meet the legal requirements of the 'Baker Clause', (schools must allow colleges and training providers access to every student in Years 8 to 13 to discuss non-academic routes that are available to them)

Senior leadership team (SLT)

The headteacher Danny Kenny is the SLT lead for Careers

Our SLT will:

- Support the careers programme.
- Support the careers leader in developing their strategic careers plan
- Make sure our school's careers leader is allocated sufficient time, and has the appropriate training, to perform their duties to a high standard.
- Allow training providers access to talk to pupils in years 8 to 13 about technical education qualifications and apprenticeships, and set out arrangements for this in our school's provider access policy statement
- Network with employers, education and training providers, and other careers organisations

Careers lead

Our careers lead is Mr Ian Cooke, who can be contacted by phoning 01723 859121 or by emailing ian.cooke@vennacareers.org. Our careers leader works closely with the senior leadership team (SLT) and will:

- Take responsibility for developing, running and reporting on the school's career programme
- Plan and manage careers activities
- Manage the budget for the careers programme
- Support teachers to build careers education and guidance into subjects across the curriculum

- Establish and develop links with employers, education and training providers, and careers organisations
- Work closely with relevant staff, including our special educational needs co-ordinator (SENCO) and careers adviser, to identify the guidance needs of all of our pupils with special educational needs and/or disabilities (SEND) and put in place personalised support and transition plans
- Work with our school's designated teacher for looked-after children (LAC) and previously LAC to:
 - Make sure they know which pupils are in care or are care leavers
 - Understand their additional support needs
 - Make sure that, for LAC, their personal education plan can help inform careers advice
 - Review our school's provider access policy statement at least annually, in agreement with our governing board

Careers Programme

The aim of our Careers Programme is to raise the aspirations of our learners and to support them in making realistic decisions for post 16. Our careers programme is delivered through a number of methods, including:

- Guest speakers (virtual and in-person)
- Opportunities to visit colleges
- Wider Curriculum lessons delivered by teachers.
- Assemblies
- Tutorial activities
- After school events
- Displays

Our **Key Stage 3** careers programme will focus on students developing awareness of their own qualities and skills. They will learn about options available post-16 and post-18 through interaction with employers, FE, HE and training providers and also how to conduct independent research into these options. The programme will support students in their planning and choices of GCSE subjects.

Our **Key Stage 4** careers programme aims to help pupils research and understand their choices and routes into education and training through further meaningful interactions with employers, FE, HE and training providers. The programme will support students in their planning and choices of their post-16 destination.

Teaching Staff have a responsibility to deliver aspects of careers education, by embedding careers into their subject and contributing to the effectiveness of the overall programme.

Monitoring and evaluation

Careers Education is monitored on a regular basis, via SLT meetings. This allows us to monitor and evaluate the current provision across the school. We encourage staff, students and parent/carers to provide feedback regularly. The Compass Careers Evaluation is completed three times per academic year.

Support for pupils with Special Educational Needs or Disabilities

All students within Brompton Hall School have an Education, Health and Care Plan and are recognised as pupils with special educational needs and disabilities (SEND). We hold high aspirations for all pupils and will support them in preparing for their next phase of education or training.

Careers Entitlement Statement

Parent/Carers will be provided with a copy of the Careers Entitlement Statement in their child's induction. Parent/Carers will also be signposted to the school website where they can find out further information about the school's careers offer.

Careers Action Plan

Brompton Hall School has a Career Action Plan which is on the school website and is monitored and evaluated regularly.

Careers Entitlement Statement

All students are entitled to independent and impartial careers guidance and, in school, we will provide you with opportunities to develop your aspirations. Students need to reflect and evaluate their goals and use information obtained to help make decisions about career pathways. Careers lessons (1 per week for Years 10-11) and events will help support the entitlement statements below. It is your future, so you have a responsibility to:

- Make the most of the opportunities offered to you
- Research your options
- Have 'Next Steps' career meetings with your school's visiting Careers Adviser
- Be prepared to be realistic when looking at post-16 opportunities
- Be prepared to work hard in order to reach your full potential

While at school the minimum entitlement we will support you with:

- Give you the opportunity to access independent and impartial careers guidance
- Give you the opportunity to meet with different industries/employers
- Give you the opportunity to learn about the world of work
- Be treated with appropriate confidentiality

Key Stage 2 and Year 7 and 8 our aim is to support you with:

- Develop confidence in yourself and your abilities
- Think about what your strengths are and what skills will help you achieve your goal
- Help you think about what aspirations you have and a goal that you would like to achieve when you leave school

Years 9-11 our aim is to support you with:

- Providing access to information regarding different college courses and understand Post-16 options
- Have access to 1:1 independent and impartial careers guidance
- Use different resources to provide relevant and helpful information
- Be able to identify your skills and strengths needed to achieve your desired profession
- Identify and set yourself future goals Parent/Carers entitlement.

Parent/Carers can access careers support for their child in a variety of ways including:

- Careers information on the school website
- At Annual Review Meetings
- By contacting Mr Cooke (Careers Lead)