



Rivers ESC Careers Education and Guidance Policy

Produced by	Colleen Osborn- Careers Leader and Work Experience Coordinator colleen.osborn@riversesc.herts.sch.uk
Date created	June 2023
Date reviewed	June 2024
SLT lead for Careers	Nicky Traynor – Deputy Head nicky.traynor@riversesc.herts.sch.uk
School Governor for Careers	Tony Fitzpatrick – Headteacher Barnwell School

Vision and Values

Rivers Education Support Centre is a unique organisation that works with the children in East Herts and Broxbourne who are experiencing difficulties in mainstream school because of their social, emotional, and mental health difficulties.

Our Values - the 4 Rs:

Respect

Having respect for ourselves, other people and our environment.

Relationships

Developing positive relationships and behaviours with peers, staff and family.

Resilience

A never give up attitude which equips pupils with the drive to succeed in even the most challenging of circumstances.

Readiness

To move on to the next stage of life, be it back into mainstream school or on to new opportunities after year 11.

This policy is underpinned by our long-term vision and core values. Rivers ESC Careers related learning programme aims to inspire students to be ambitious for their futures and equip them to make exciting decisions about what their future holds. We want students, and their parents/carers, to be fully aware of the varied career options available, be taught how to be resilient and respectful citizens and be driven to achieve their own goals.

Statutory requirements and expectations

The 2002 Education Act requires schools to provide a balanced and broadly-based curriculum which:

a) promotes the spiritual, moral, cultural, mental and physical development of pupils at the school and of society, and

b) prepares pupils at the school for the opportunities, responsibilities and experiences of later life.

Schools have a public sector duty to promote equality of opportunity, foster good relations across all people, eliminate harassment and discriminatory practices and support children with protected characteristics (2010 Equality Act). The statutory career guidance duty (2011 Education Act, subsequently extended) requires schools to ensure that all students are provided with independent careers guidance from year 8 to year 11 which is presented in an impartial manner, provides information on the range of education or training options, including apprenticeships and other vocational pathways and is guidance

that the person giving it considers will promote the best interests of the students to whom it is given.
Statutory guidance: Careers guidance and access for education and training providers (DfE, 2018)
<https://www.gov.uk/government/publications/careers-guidance-provision-for-young-people-in-schools>

2018 Access to Providers (updated January 2023)- (please see Rivers ESC provider access policy)
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1127489/Careers_guidance_and_access_for_education_and_training_providers.pdf

Gatsby

Gatsby The DfE's guidance to schools and colleges states that all schools and colleges should aim to meet the Gatsby Foundation's Benchmarks of "Good Career Guidance" by the end of 2020 (para.17, p.14) For further information: Gatsby Good Career Guidance <https://www.gatsby.org.uk/education/focus-areas/good-career-guidance>

The Careers & Enterprise Company Gatsby benchmark toolkits for schools:
https://www.careersandenterprise.co.uk/sites/default/files/uploaded/gatsby_benchmark_toolkit.pdf

At Rivers ESC we have implemented the eight Gatsby Benchmarks through the employability lessons as well as wider curriculum learning opportunities.

The eight Gatsby benchmarks are:

1. A stable career programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

We are part of the Careers and Enterprise Company 'Enterprise Adviser Network' program. This provision is managed locally by Hertfordshire Local Enterprise Partnership and is aimed to support our journey to achieve all 8 Gatsby Benchmarks by August 2020 – a target set by Department for Education in their Careers Strategy (Dec 2017)

Currently we have fully achieved 7 Benchmarks and partially completed the last one (currently at 80%)

Learner Entitlement

Every student is entitled to high quality careers education and guidance as part of their overall education. At Rivers ESC pupils access the following as part of their career's education programme:

[Insert Careers Programme overview- \(map\)](#)

Provider Access Policy Statement

Please see the Provider Access Policy ([Click to open Provider Access Policy](#)) Any providers wishing to request access should contact the Careers Leader Colleen Osborn.

Stakeholders and Partners

Parents and Carers

Parents and Carers play a significant role in helping students to make informed choices about their study options and decisions about their future careers. Parents and carers are encouraged to discuss with their

child about options and future aspirations. We welcome parents and carers' input and recommend that you always attend activities at school such as pupil progress day.

There is no 'one size fits all' approach and we recognise that all students must be able to make informed decisions avoiding pre-conceived ideas or stereotypes.

Should you wish to discuss your child's future options please contact Colleen Osborn or the Services for Young People adviser Kelly Hill.

Useful Careers Websites for Parents/ Carers

Service Provision	Details of provision	Website Address
National Apprenticeship Service	Find an apprenticeship in England	https://www.gov.uk/apply-apprenticeship
Amazing Apprenticeships	All you need to know about apprenticeships	https://amazingapprenticeships.com/
Services for Young People	The leading provider of CEIAG provision for young people both inside and outside of school in Hertfordshire	https://www.servicesforyoungpeople.org/
UCAS	All you need to know about applying for university and the courses available for you.	https://www.ucas.com/
Hertfordshire Opportunities portal (HOP)	The premier gateway in Hertfordshire to explore career opportunities	https://www.hopinto.co.uk/questions/labour-market-information/
Kudos Cascaid	Career development online package. Pupils will have their login details alternatively contact Colleen Osborn for the Licence code	https://kudos.cascaid.co.uk/#/

Local colleges and Training Providers

Details of colleges in East Herts and Broxbourne and the surrounding areas:

- Hertford Regional College. Campuses in Broxbourne and East Herts www.hrc.ac.uk
- Harlow college www.harlow-college.ac.uk
- Capel manor college www.capel.ac.uk specialist college offering land-based studies and animal care courses in Enfield
- Stansted airport college – www.stanstedairportcollege.ac.uk part of Harlow college offering specialist courses in aviation, engineering and event management
- Oaklands college www.oaklands.ac.uk Campuses in Welwyn Garden city and St Albans
- North Herts College www.nhc.ac.uk Campuses in Stevenage and Hitchin
- College of North East London (CONEL) www.conel.ac.uk Campuses in Enfield and Tottenham
- CTP Ltd is a Training Provider based in Harlow <https://www.learn-construction.co.uk/> delivering, Construction, Hair and Beauty and Motor Vehicle courses

Information, Advice and Guidance

We will ensure that all students have access to independent and impartial career guidance and that they have access to information on all pathways post 16.

We do this through our weekly Employability lessons (City and Guilds accredited) and our annual agreement with Services for Young People who offer independent careers guidance to our KS4 students and careers workshops to our KS3 students.

The service is delivered by a Personal Adviser Kelly Hill who is qualified to Level 6 in Guidance.

Employers, community partners and learning providers

One of the most important elements of our Careers programme is the interaction that students have with potential employers, colleges, learning providers and universities through our work experience programme, alternative provision, and career activities.

The variety of employers available to our students is key to help with making decisions about future employment. We currently engage with over 50 different employers through our work experience programme for our Year 10/11 students. This includes both the weeks work placement every pupil does in the spring term, as well as the extended work experience which pupils have the opportunity to do 1, 2 or 3 days a week.

We have partnerships with Hertford Regional College and CTP training in Harlow where pupils can study Multi-skills in Construction, Motor Mechanics and Hair and Beauty at Level 1.

We work with the Careers and Enterprise company and through them we work with VolkerWessells UK and MCP property Services who run our interview events for us.

We would love to further increase the opportunities our students have, so if you feel you could welcome one of our students into your workplace or you would like to be part of our Career activities in either our KS3 or 4 centre we'd love to hear from you. Please contact the Careers Leader Colleen Osborn on; email: colleen.osborn@riversesc.herts.sch.uk

Monitoring and Evaluation

Our Careers programme is evaluated in several ways.

- Rivers ESC is a member of the Careers Enterprise Company and three times per year we complete the 'Compass +' Careers Benchmark Tool. 'Compass +' is a tool for schools and colleges in England, that quickly and easily helps us to evaluate our careers activity against the eight benchmarks of best practice – known as the Gatsby Benchmarks. (see Gatsby section)
- We gather informal feedback from external partners and from parents
- We quality assure our careers provision in regular meeting with the Careers Enterprise Company
- We monitor student destination figures post-16 by contact the pupils twice a year and working with Services for Young People and our Transition Adviser for DSPL4 Sandra Mahoney.

Review

The policy will be reviewed on an annual basis by SLT, Management Committee and the Careers Leader.