

## **Rivers ESC Careers and Information, Advice and Guidance (IAG) Policy STATEMENT**

The Rivers ESC Careers Education and IAG 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. The information contained on the website is aimed at pupils, teachers and parents.

Our designated Careers Leader is Colleen Osborn who can be contacted by emailing [colleen.osborn@riversesc.herts.sch.uk](mailto:colleen.osborn@riversesc.herts.sch.uk) or calling 01992 453950.

Rivers ESC Careers programme includes the following:

|            |  |
|------------|--|
| <b>KS3</b> | <ul style="list-style-type: none"> <li>• Skills for Life</li> <li>• Access to Kudos Cascaid (online careers education programme)</li> <li>• YC Hertfordshire groups works and interviews</li> <li>• Employer visits (including Herts Police, Lloyds Bank, Herts Fire Service and local businesses)</li> </ul>  |
| <b>KS4</b> | <ul style="list-style-type: none"> <li>• Access to the Kudos Cascaid package including a skills assessment in the Autumn term. All pupils have their own login and are encouraged to access the website at home with parents/carers</li> <li>• All pupils at KS4 complete a City and Guilds Employability 5546 Level 1 qualification</li> <li>• Year 10 pupils are offered an opportunity to do the Princes Trust Achieve qualification</li> <li>• YC Hertfordshire work across our KS3 and KS4 centre offering independent unbiased Advice and Guidance</li> <li>• 1 week Work Experience (Spring Term) for every pupil</li> <li>• Extended work experience offered to every KS4 pupil</li> <li>• Mock Interviews in Spring term</li> <li>• Bespoke visits to all local colleges/training providers including HRC, Harlow, Stansted Airport College. The visits are tailored to each pupil to ensure a purposeful event.</li> </ul> |

### **How is Careers and Employability Education taught at Rivers?**

To assist us with our journey, Rivers implemented the eight Gatsby Benchmarks through PSHE lessons as well as wider curriculum learning opportunities.

The eight Gatsby benchmarks of Good Career Guidance:

1. A stable careers 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 also part of the Careers and Enterprise Company 'Enterprise Adviser Network' program. This is a free provision managed locally by Hertfordshire Local Enterprise Partnership 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 4 Benchmarks and partially achieved 4 benchmarks (all above 50%).

## Employer Engagement:

One of the most important elements of our Careers programme is the interaction that students have with potential employers. 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 work experience placements for our Year 10/11 students. This includes both the one 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 would love to further increase the opportunities our students have, so if you feel you could welcome one of our students into your workplace, we'd love to hear from you. Please email Colleen Osborn; Telephone: 01992 453950; Email: [colleen.osborn@riversesc.herts.sch.uk](mailto:colleen.osborn@riversesc.herts.sch.uk)

## Provider Access Policy Statement

This statement sets out the schools' arrangements for managing the access of providers to pupils at Rivers ESC for the purpose of giving pupils 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.

Any providers wishing to request access should contact Colleen Osborn, Careers and Work Experience Coordinator, Telephone: 01992 453950; Email: [colleen.osborn@riversesc.herts.sch.uk](mailto:colleen.osborn@riversesc.herts.sch.uk)

The school will make the main hall, classrooms or private meeting rooms available for discussions between the provider and students, as appropriate to the activity. The school will also make available specialist equipment to support provider presentations. This will all be discussed and agreed in advance of the visit with Colleen Osborn.

## How Parents and Carers can help

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.

Parents may be interested to view the following:

<https://parentinfo.org/articles/education-and-the-future/all>

Should you wish to discuss your child's future options please contact Colleen Osborn or the YC Hertfordshire adviser Kelly Hill.

## Useful Careers Websites for Parents/ Carers

| Service Provision               | Details of provision              | Website Address   |
|---------------------------------|-----------------------------------|---|
| National Apprenticeship Service | Find an apprenticeship in England | <a href="https://www.gov.uk/apply-apprenticeship">https://www.gov.uk/apply-apprenticeship</a> |

|   |   |   |
|---|---|---|
| Amazing Apprenticeships                 | Find out about apprenticeships as well as live vacancies  | <a href="https://amazingapprenticeships.com/">https://amazingapprenticeships.com/</a>   |
| YC Hertfordshire                        | The leading provider of CEIAG provision for young people both inside and outside of school in Hertfordshire                       | <a href="https://www.ychertfordshire.org/">https://www.ychertfordshire.org/</a>   |
| UCAS                                    | All you need to know about applying for university and the courses available for you.   | <a href="https://www.ucas.com/">https://www.ucas.com/</a>   |
| Hertfordshire Skills Framework          | Produced by Hertfordshire Local Enterprise Partnership this displays the skills most required by employers across the county      | <a href="https://www.hertfordshirelep.com/media/7077/hertfordshire-skills-framework-2018-framework-icons-poster.pdf">https://www.hertfordshirelep.com/media/7077/hertfordshire-skills-framework-2018-framework-icons-poster.pdf</a> |
| Hertfordshire Labour Market Information | An infographic video to explain the types of jobs available and skills required in Hertfordshire                                  | <a href="https://www.youtube.com/watch?time_continue=10&amp;v=qxEnwYjtk5w">https://www.youtube.com/watch?time_continue=10&amp;v=qxEnwYjtk5w</a>   |
| Kudos Cascaid                           | Career development online package. Pupils will have their login details alternatively contact Colleen Osborn for the Licence code | <a href="https://kudos.cascaid.co.uk/#/">https://kudos.cascaid.co.uk/#/</a>   |

### Further information

Further information about The Careers and Enterprise Company can be found here:

<https://www.careersandenterprise.co.uk/>

Further information about The Gatsby Benchmarks can be found here:

<http://www.gatsby.org.uk/education/focus-areas/good-career-guidance>