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# Careers Strategy

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September 2025

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Strategic Careers Lead: Gemma  
Loveridge, Vice Principal

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*Ratified by Governors 24.09.2025*



*Waseley Hills High School is an active member of the Worcestershire Careers Hub and supports the development of Worcestershire's Future Workforce through the Worcestershire Enterprise Adviser Network.*

**Last reviewed: September 2025**

**Next review: September 2026**

# Careers Strategy

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## Purpose & Aims

Waseley Hills High School is fully committed to ensuring that all of our students acquire the skills, knowledge and attitudes to manage their learning and career progression.

Waseley Hills High School has already established a range of effective careers guidance activities which we hope will guide support our students to achieve positive destinations such as A-levels, Higher Education, Apprenticeships, Technical routes or Employment.

This careers strategy sets out our key approaches internally and externally to enhance the current careers guidance activities and participation opportunities already available to our students. The aim is to ensure that students are fully prepared for and informed effectively about their next steps and can therefore aspire to achieve their full potential. We want to ensure that our students have both the aptitude and interpersonal skills to effectively communicate and add value within the workplace.

The school will collaborate throughout this strategy with a range of external agencies to help us ensure we will meet all of the mandatory requirements contained within the Department for Education's new careers strategy. These partnerships will include working alongside:

- The Careers and Enterprise Company (CEC);
- The Worcestershire Careers Hub (WCH);
- The Worcestershire Local Enterprise Partnership (WLEP);
- Worcestershire County Council (WCC);
- Further Education (FE) and Higher Education (HE) providers;
- Worcestershire Apprenticeships (WA);
- A wide range of local employers.

High quality careers guidance is a crucial part of improving social mobility. Young people make choices based on what they know and what they think is available to them. If our young people are made fully aware of the career pathways and opportunities available to them, they will be more able to make informed choices about which qualifications and career pathways which will enable them to achieve their goals.

The strategy includes measures to further develop and improve the current provision on offer to students and will ensure that Waseley Hills High School will fulfil the requirement to meet the eight "Gatsby Benchmarks", set out within the Department for Education's Careers Strategy.

This strategy outlines our whole school approach to delivering careers guidance to all of our students throughout their journey through education. Careers activity will therefore take place across years 7 through to year 13 as part of the mandatory requirements set by Department for Education and contained within the Gatsby Benchmarks.

## Background Information

### Worcestershire's Enterprise Adviser Network

The Worcestershire Local Enterprise Partnership (WLEP) and Worcestershire County Council, through their contract with the Careers and Enterprise Company, has been delivering the Worcestershire Enterprise Adviser Network (WEAN) since January 2017 and has placed business leaders within schools to support them with the facilitation of careers related activity and support their achievement of Benchmarks 5 and 6.

Worcestershire was one of the first LEP areas in England to be awarded a central contract with the Careers and Enterprise Company and has been seen as an influential area as the Enterprise Adviser networks were being developed across England.

The WLEP has been leading the way nationally regarding network performance since the delivery of this initiative began and was delighted to become the first LEP area in the country to secure 100% participation from their education establishments. (50x)

The WLEP was also instrumental in demonstrating the need for total inclusion. The WEAN was one of the first areas in the country to also ensure that ALL of our Special Schools and PRU's were allowed to participate within the initiative.

To date, Worcestershire has recruited 70+ Enterprise Advisers and assigned each of them to schools participating within the initiative. In September 2017, due to the success of the WEAN, the WLEP were given permission to develop and deliver a Middle School Pilot and work with 15 schools covering Wychavon, Redditch and Bromsgrove.

### The Careers Strategy

In December 2017 the governments Department for Education launched the latest version of their "Careers Strategy". This new strategy places the Careers and Enterprise Company at the heart of driving forward careers provision for young people. Their enhanced role is to act as a catalyst in the fragmented landscape of careers and enterprise, supporting programmes that work, filling gaps in provision and ensuring coverage across the entire country.

This new strategy adopted the Gatsby Benchmarks, which were originally developed by the Gatsby Foundation in 2014 by the Gatsby Charitable Foundation. These benchmarks were based on international research and helped identify best practice and guidance for education establishments in order for them to deliver high quality careers guidance to young people across England. These benchmarks have also formally been adopted by OFSTED and will now form part of their school inspection process.

#### **The Eight Gatsby Benchmarks of Good Career Guidance are:**

- 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) Experience of workplaces
- 7) Encounters with further higher education
- 8) Personal guidance

## Careers Hubs

Since October 2015, the Gatsby Charitable Foundation, in partnership with the Careers and Enterprise Company, has also been running a Careers Hub pilot in the North East Local Enterprise Partnership area. This Careers Hub pilot was put in place to build on the support provided through the Enterprise Adviser Networks to achieve benchmarks five and six and support schools / colleges to achieve all eight of the Gatsby Benchmarks.

Following the conclusion of this pilot, the Department for Education's Careers Strategy has requested that the Careers and Enterprise Company scale up this model by establishing 20 more Careers Hubs across the country, based on the North East Pilot model.

### What is a Careers Hub?

A Careers Hub is a group of between 20 and 40 secondary schools / colleges / SEN Schools located in the same geographical area, working with universities, other education and training providers, employers and career guidance professionals to ensure that ALL the Gatsby Benchmarks are delivered in each school and college within the Hub and that careers outcomes are improved for all young people. Schools and colleges within the Hub should have a shared vision of how they will work together to improve outcomes for the young people in their area.

### Worcestershire Careers Hub

In July 2018 the Worcestershire LEP, in partnership with Worcestershire County Council were successful in their bid for Worcestershire to be awarded "Careers Hub" status by the Careers and Enterprise Company.

The Worcestershire LEP will develop a careers Hub which will contain the maximum number of 40 educational establishments. The "Hub" delivery team over the next 2 years will work with member schools to ensure not only are they meeting the mandatory requirements set out within the Department for Education's Careers Strategy, achieve all eight of the Gatsby Benchmarks but will ensure that Worcestershire students will receive an increased number of employer encounters and activities which will in turn prepare them for the world of work.

The delivery team will continue to build on the success of our showcase careers event the Worcestershire Skills Show, support the promotion of the apprenticeship agenda working with our partner Worcestershire Apprenticeships, and ensure that ALL schools provide students with the opportunity to meet with FE / HE providers and universities to ensure they can continue to make informed choices about which educational and vocational pathways are open to them.

Work will also continue to expand the range of information available to students, parents, employers and teachers through the "Skills4Worcestershire" careers signposting website.

## Organisation

### Strategic Careers Leader

As set out within the Department for Education's Careers Strategy, Waseley Hills High School is required to have a designated member of our Senior Leadership Team named as our school's Strategic Careers Lead.

The Strategic Careers Lead will have the responsibility to make sure that we as a school meet our mandatory requirements and work towards maintaining 100% achievement of all eight of the Gatsby Benchmarks.

The Careers Leader will provide both the Head Teacher and the board of governors with regular updates on our progress and will work closely with the Worcestershire LEP delivery team, our assigned Enterprise Adviser and local employers to ensure we deliver this strategy.

The current Strategic Careers Leader for Waseley Hills High School is Gemma Loveridge who can be contacted on [gloveridge@waseleyhills.worcs.sch.uk](mailto:gloveridge@waseleyhills.worcs.sch.uk)

### Our Careers Team:

Gemma Loveridge – Vice Principal, Strategic Careers Lead

Emma Sellers – Work Experience Lead

Steph Ashley – Sixth Form Careers support

### Enterprise Advisor

Through the Worcestershire LEAs Enterprise Adviser Network Waseley Hills High School are delighted to have been assigned our own designated enterprise adviser.

Their key role will be supporting our careers team to assist us to facilitate careers related activity which will help us achieve Gatsby Benchmarks 5 and 6.

The current Enterprise Advisor to the school is Alex King.

## Current Planned Activities

Students are currently receiving the following careers related support or participating within the activities listed below during their journey through school:

Year group	Activities
7	<ul style="list-style-type: none"> <li>• Introduction to Unifrog careers platform</li> <li>• November onwards L4L programme – 4 sessions on employability skills and career planning.</li> <li>• Employer guest speaker – assembly</li> <li>• LMI updated and live on website</li> <li>• Careers website updated</li> <li>• Introduction of careers drop in and information area</li> <li>• National Careers Week – 3<sup>rd</sup> – 8<sup>th</sup> March – LMI</li> <li>• Whole school coverage</li> <li>• College guest speaker assembly</li> <li>• Cross Curriculum Careers week for yr. 7&amp;8 – all subjects deliver a subject specific careers focused lesson to their yr7/8 classes during this week</li> <li>• Careers Fayre – Employers and providers</li> <li>• Trip to University Campus</li> </ul>
8	<ul style="list-style-type: none"> <li>• November onwards L4L programme – 4 sessions on employability skills and career planning.</li> <li>• Employer guest speaker – assembly</li> <li>• LMI updated and live on website</li> <li>• Careers website updated</li> <li>• Introduction of careers drop in and information area</li> <li>• National Careers Week – 3<sup>rd</sup> – 8<sup>th</sup> March – LMI</li> <li>• Whole school coverage</li> <li>• Cross Curriculum Careers week for yr. 7&amp;8 – all subjects deliver a subject specific careers focused lesson to their yr7/8 classes during this week</li> <li>• College guest speaker assembly</li> <li>• Careers Fayre– Employers and providers</li> <li>• Visit to Oxford University for HPA</li> </ul>
9	<ul style="list-style-type: none"> <li>• Introduction To Unifrog career platform</li> <li>• Careers – Pathway to your career – making the right option choices</li> <li>• Tomorrows engineers – w/c 11<sup>th</sup> Nov</li> <li>• LMI updated and live on website</li> <li>• Careers website updated</li> <li>• Introduction of careers drop in and information area</li> <li>• National Apprenticeship Week- 10<sup>th</sup> – 16<sup>th</sup> Feb</li> <li>• National Careers Week – 3<sup>rd</sup> – 8<sup>th</sup> March - Whole school coverage.</li> <li>• Employer guest speaker – assembly</li> <li>• Careers Fayre– Employers and providers</li> <li>• Cross Curriculum Careers week for yr. 9&amp;10 – all subjects deliver a subject specific career focused lesson to their yr9/10 classes during this week.</li> <li>• L4L Careers – School and the world beyond, employability skills.</li> <li>• College guest speaker assembly</li> <li>• University workshops with visiting provider</li> </ul>
10	<ul style="list-style-type: none"> <li>• Introduction To Unifrog</li> <li>• Work Experience placement preparation.</li> <li>• Careers apprenticeship roadshow – 8<sup>h</sup> Oct</li> <li>• Life beyond school SEND careers event 15<sup>th</sup> Oct</li> <li>• LMI updated and live on website</li> <li>• Careers website updated</li> <li>• Introduction of careers drop in and information area</li> </ul>

	<ul style="list-style-type: none"> <li>• National Careers Week – 3<sup>rd</sup> – 8<sup>th</sup> March</li> <li>• National Apprenticeship Week- 10<sup>th</sup> – 16<sup>th</sup> Feb</li> <li>• Year 10 Careers mentoring program with local business leaders</li> <li>• Worcestershire Skills Show – TBC</li> <li>• Employer guest speaker – assembly</li> <li>• College guest speaker assembly</li> <li>• Careers Fayre– Employers and providers</li> <li>• Work Experience Placements 19<sup>th</sup> – 23<sup>rd</sup> May 2025</li> <li>• Work Experience Reflection 2<sup>nd</sup> June 2025</li> <li>• Cross Curriculum Careers week for yr. 9&amp;10 – all subjects deliver a subject specific careers focused lesson to their yr9/10 classes during this week.</li> <li>• L4L Careers – Applications, CV and recruitment process.</li> <li>• Trip to university campus</li> </ul>
11	<ul style="list-style-type: none"> <li>• Introduction To Unifrog</li> <li>• L4L lessons – Researching pathways for post GCSE.</li> <li>• Careers apprenticeship roadshow</li> <li>• Life beyond school – SEND event</li> <li>• Destination Survey</li> <li>• Cross Curriculum Careers week for yr11– all subjects deliver a subject specific careers focused lesson to their yr11 classes during this week.</li> <li>• Introduction of careers drop in and information area</li> <li>• Virtual Careers Interviews</li> <li>• National Careers Week</li> <li>• National Apprenticeship Week</li> <li>• L4L workplace lessons – Interview, applications, 6<sup>th</sup> form, volunteering and marketing yourself.</li> <li>• Worcestershire Skills Show</li> <li>• Employer guest speaker – assembly</li> <li>• College guest speaker assembly</li> </ul>
12	<ul style="list-style-type: none"> <li>• Introduction To Unifrog careers platform</li> <li>• Careers apprenticeship roadshow</li> <li>• LMI updated and live on website</li> <li>• Careers website updated</li> <li>• Introduction of careers drop in and information area</li> <li>• National Careers Week</li> <li>• National Apprenticeship Week</li> <li>• Culture – Career sessions – post 18 options</li> <li>• Virtual Career Interviews</li> <li>• Careers Newsletter</li> <li>• Careers Fayre– Employers and providers</li> <li>• Work Experience Placements</li> <li>• Work Experience Reflection</li> <li>• Careers Newsletter</li> <li>• Culture – Career sessions – post 18, university, apprenticeships, application process, CV and letter writing</li> <li>• Newman   Uni visit</li> <li>• HE Uni Fayre - Birmingham</li> </ul>
13	<ul style="list-style-type: none"> <li>• UCAS applications</li> <li>• Apprenticeship speakers/fayre</li> <li>• Careers apprenticeship roadshow – 8<sup>th</sup> Oct</li> <li>• Destination Survey</li> <li>• LMI updated and live on website</li> <li>• Careers website updated</li> <li>• Careers Newsletter</li> <li>• Introduction of careers drop in and information area</li> </ul>



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|  | <ul style="list-style-type: none"> <li>• National Careers Week – 3<sup>rd</sup> – 8<sup>th</sup> March</li> <li>• National Apprenticeship Week- 10<sup>th</sup> – 16<sup>th</sup> Feb</li> <li>• Virtual career interviews</li> </ul> |
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## Contributions from the School Community

### *Teaching staff contribute to the delivery of careers guidance through:*

- Employer visits during classroom lessons – arranged by teachers through local contacts
- Careers guidance and development during Learn 4 Life lessons
- Leading trips and visits to workplaces and further education providers
- All subjects display relevant career pathway information.
- All subjects deliver a minimum of one career lessons to every year group once a year.

### *Local Employers contribute to the delivery of careers guidance through:*

- Guest speakers assemblies throughout the year
- Mentoring program with local business leaders
- Their contributions to Skills Shows (Worcester & Birmingham) which we then attend.
- Local (Worcester and Redditch) careers and apprenticeship roadshow promoted to all student in Oct.
- Provision of work experience placements to year 10 and 12.

### *Parents contribute to the delivery of careers guidance through:*

- Support arranging Sixth Form Work Experience
- Involvement with student's careers progress through the ACE programme.

### *Partnership Arrangements and Employer Contacts:*

Waseley Hills High School has strong links with:

- Worcestershire Careers Hub
- Worcestershire Local Enterprise Partnership
- Worcestershire EBP
- Further Education providers
- The local business community
- Alumni and Parents

## Our Objectives

### 1. A Stable Careers Programme

- To ensure the careers programme is delivered by individuals with the right skills and experience. The school will, wherever possible, use qualified careers professionals to offer advice and guidance to all or the overwhelming majority of students.
- To enable students to have an understanding of the full range of opportunities available to them, the skills that are valued within the workplace and to have first-hand experience of a work environment.
- To develop and publish a careers programme that will raise the aspirations of all students regardless of academic ability and is tailored to meet their individual needs wherever possible.
- Ensure our Careers Strategy is fully supported by the Senior Leaderships team within schools and is approved by the board of governors
- To ensure there is a clear focus on the activities which support enterprise, employability skills, workplace experiences and qualifications which employers' value.
- Regularly evaluate our careers strategy to determine the impact of our careers related activity based on the feedback provided to us by students, teachers, employers and where appropriate parents.
- To maintain high quality careers provision endorsed by the Careers and Enterprise Company and to review the improvement of our programme by using the Compass evaluation and Tracker tools.

### 2. Learning from Career and Labour Market Information

- To encourage and increase the use of online careers tools and packages across all year groups. Working with our own careers team, key partners, stakeholders, local and national professional bodies.
- To utilise and then support the development of labour market information to ensure staff and students are informed in their decisions and the advice being given. Work with the Worcestershire LEP and the Careers and Enterprise Company to help establish key priority areas which need to be developed.
- To promote the values of labour market information to parents /carers (where appropriate) to access and understand this information. To investigate careers and opportunities in learning, work ad apprenticeships and how these meet the local and national priorities.

### 3. Addressing the Needs of the Pupil

- To develop mechanisms to report, track and monitor compliance in relation to the Careers Strategy objectives.
- To develop accurate tracking systems to ensure students are able to keep track of their own journey, record and access the advice they have received and monitor the agreed actions and next steps
- Ensure that a programme of activity takes place which raises the aspirations of all students and challenges stereotypical thinking in terms of equality and gender.
- To ensure that students with particular vulnerabilities and those who are at risk are appropriately supported and identified through close working relationships with the full range of educational and support agencies.
- To ensure that careers guidance for learners with special educational needs and disabilities (SEND) is differentiated, where appropriate, and based on high aspirations and a personalised approach. Careers guidance for learners with SEND should be based on the students own aspirations, abilities and needs.

#### 4. Linking Curriculum Learning to Careers

- To ensure that subject teachers across the whole school support the delivery of careers education and guidance and are able to link the content of curriculum with careers, even in lessons which are not specifically occupation led. Subject specialist staff can be powerful role models to attract students towards their field and the careers that flow from it.
- To integrate national initiatives and project opportunities within the curriculum to enhance that range of careers related activity taking place within school. E.g. Young Enterprise, Code Clubs.
- To ensure that careers related activity are built in throughout the school year and not just towards the end of any given topic / subject being delivered.
- Specific focus will initially be placed on linking curriculum to careers in English, Maths, Sciences and PHSE lessons.

#### 5. Encounters with Employers and Employees

- To ensure that students receive at least ONE meaningful encounter with an employer during every year they are at school.
- Increase the number of activities which are conducted within school with the support of local employers.
- To ensure that students have the opportunity to improve employability skills and their understanding of and awareness of entrepreneurship
- To enable learners to gain the confidence to compete in the labour market by providing opportunities to gain the practical know-how and attributes that are relevant to gaining employment.
- Develop marketing materials for employers which will help them easily understand the impact of their involvement, the breadth of options available to them and the ways in which they can show they meet their corporate social responsibility.
- Create mechanisms where parents and alumni can express their interest to actively support employer related activity taking place within the school.
- The school will also encourage students and parents to attend careers events such as the Worcestershire Skills Show held annually in March and the Worcestershire Apprenticeship show held annually in October.

#### 6. Experiences of the Workplace

- To ensure that students receive at least ONE meaningful experience of the workplace by the end of year 11
- To ensure that students receive at least ONE further meaningful experience of the workplace during years 12 and 13.
- To increase the number of employer workplace visits which will take place to enable students to gain more of an understanding of the wide range of employment opportunities available within specific industry sectors based in Worcestershire.
- To strengthen our links with local employers and support our Enterprise Adviser to facilitate careers related activity within school

#### 7. Encounters with Further and Higher Education

- Ensure all / overwhelming majority of students receives at least ONE meaningful encounter with Sixth Form Colleges and FE Colleges.
- Ensure all / overwhelming majority of students has been provided with information about the full range of apprenticeships including higher level apprenticeships through the Worcestershire Apprenticeships activity offer.
- Ensure all / overwhelming majority of students have experienced meaningful encounters with universities.

#### 8. Personal Guidance

- Ensure all / overwhelming majority of students have had an interview with a professional and impartial careers adviser by the end of year 11
- Ensure all / overwhelming majority of students has had at least TWO interviews with a professional careers adviser by the end of year 13.

## Promotion of Careers related activities

Waseley Hills High School will encourage the promotion of **ALL** careers related activity which takes place within the school through the creation of case studies and will share these activities as appropriate. This careers strategy document will be placed on the school's website. These will also be shared with the Worcestershire LEP to be used to promote best practice across **ALL** careers hub member schools.

This promotion will enable us, and our partner organisations, to be able to capture the evidence we are required to provide both OFSTED and the Careers and Enterprise Company and demonstrate that the activity taking place within our school meets the requirements set out within the Department of Education's Careers strategy.

### Addendum: Covid-19

The impact of the global Covid-19 pandemic will be felt heavily in many areas and for years to come. It has further highlighted the importance of careers education in schools.

The restrictions and health risks may have some impact on our careers provision, including:

- Some limited ability to visit workplaces, off-site events and educational settings and providers
- Some limited ability for meaningful face-to-face encounters with employers and educators
- Some reduced capacity within schools to work flexibly to provide opportunities and guidance

As part of the strategy and development for the next two years, Waseley Hills High School will prioritise:

- Wherever possible, substituting virtual events and experiences in place of face to face activities if necessary
- Further highlighting awareness of jobs, employment and unemployment at earlier ages through our planned curriculum
- Alternatives to apprenticeships where provision has been seriously reduced at a national level

## Careers Programme and Provider Access Policy

### Introduction

This policy statement sets out the arrangements for managing the access of providers to pupils at 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.

Waseley Hills High School is committed to providing a personalised education package for all our pupils, and this is reflected by our careers programme. Pupils will access different elements of the programme at different stages of their education whilst the focus will always be on preparing them for their future pathways, considering their own preferences. Our Careers Action Plan outlines our generic careers offer from Year 7 to Year 13. For some pupils, a more personalised offer will be in place.

Our focus links directly to the requirements of the '*Gatsby Good Career Guidance*' report (2014) which became the basis for the statutory '*Career's guidance and access for education and training providers*' (2023).

### Pupil entitlement

The statutory guidance is relevant to 'all pupils in years 7-13' and we will also consider young people's developmental ages when preparing appropriate careers activities at Waseley Hills High School ensuring that our pupils receive a careers programme which offers them opportunities to:

- find out about technical education qualifications and apprenticeship opportunities, as part of a careers programme which provides information on the full range of education and training options available at each transition point.
- hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships.
- understand how to make applications for the full range of academic and technical courses.

### School's Careers Leader

Parents, teachers, and employers may gain further information about our careers programme by contacting:

Strategic Careers Lead: Gemma Loveridge, Vice Principal

**Careers Lead: Emma Sellers**

[Esellers@waseleyhills.worcs.sch.uk](mailto:Esellers@waseleyhills.worcs.sch.uk)

## Measuring and Assessment of the impact of the careers programme on pupils.

Evaluation of our careers programme is designed to enable us to examine what we do; consider how we can improve it and provide stakeholders with a summary of this.

This will include gathering information from the pupils about how they feel about their experiences in relation to the careers programme.

Pupil progress in Careers lessons will be evaluated each term as part of our ongoing Pupil Tracking process.

It is our aim to provide pupils with both experiences of the workplace and / or encounters with employers. These encounters and experiences will take place as part of curriculum lessons / workplace visits / assemblies / attending Careers Fairs and Events.

## Application for Provider Access

### Introduction

This document sets out the school's arrangements for managing the access of providers to pupils at 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 pupils in years 7-13 are entitled:

- to find out about technical education qualifications and apprenticeships opportunities, as part of a careers programme 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 and group discussions and taster events.
- to understand how to make applications for the full range of academic and technical courses.

## Management of provider access requests

### Procedure

A provider wishing to request access should contact Gemma Loveridge  
Telephone: 0121 453 5211

Email: [gloveridge@waseleyhills.worcs.sch.uk](mailto:gloveridge@waseleyhills.worcs.sch.uk)

### Opportunities for access

The school offers a comprehensive Careers Education, Information, Advice and Guidance programme and an overview of this programme can be seen in the School's Careers Charter which can be seen on the school website.

Please speak to our Careers Leader/Advisor to identify the most suitable opportunity for you.

The school will make a suitable space available for discussions between the provider and students, as appropriate to the activity. The school will also make available ICT and other specialist equipment to support provider

presentations. This will all be discussed and agreed in advance of the visit with the Careers Leader/Advisor or a member of their team.

All requests will be given due consideration by Waseley Hills High School and Senior Leadership link and requests will be refused if:

- They impinge on pupils' preparation for public or internal exams
- They clash with other school events such as visits, other speakers, well-being days, school photographs, sports days, public or internal exams, parents' communication events etc.
- The school is unable to provide staff to support the presentation or talk due to previous commitments
- Rooming for the talk or event is unable to be found due to timetabling clashes

Providers are welcome to leave a copy of their prospectus or other relevant course literature with the Careers Advisor so that they can be displayed in the Careers Section of the school library.

## Feedback

Waseley Hills High School welcomes parental and employer participation within our careers related activities. Should you wish to support our activity or provide feedback on our Careers Strategy then please contact our Strategic Careers Lead directly.

## Provider Access Legislation

The provider access legislation is new guidance that came into force from January 2023. It is a key mechanism to further help learners understand and take-up, not just apprenticeships, but wider technical education options such as T-Levels and Higher Technical Qualifications.

The updated provider access legislation (PAL) specifies schools must provide at least six encounters for all their students:

- Two encounters for pupils during the 'first key phase' (year 8 or 9) that are mandatory for all pupils to attend
- Two encounters for pupils during the 'second key phase' (year 10 or 11) that are mandatory for all pupils to attend
- Two encounters for pupils during the 'third key phase' (year 12 or 13) that are mandatory for the school to put on but optional for pupils to attend.

In the context of the provider access legislation, a provider is an organisation that offers approved technical education qualifications or their representative, for example an FE college or training provider.

A provider, to whom access is given, must deliver an encounter that includes the following:

- Information about the provider and the approved technical education qualifications or apprenticeships that the provider offers
- Information about the careers to which those technical education qualifications or apprenticeships might lead
- A description of what learning or training with the provider is like
- Responses to questions from the pupils about the provider or approved technical education qualifications and apprenticeships.

The full statutory guidance from DfE can be found here [Careers guidance and access for education and training providers – GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/publications/careers-guidance-and-access-for-education-and-training-providers).



## Useful links / Resources

The Careers Enterprise Company

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

Gatsby Foundation

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

Post 16 Skills Plan

<https://www.gov.uk/government/publications/post-16-skills-plan-and-independent-report-on-technical-education>

Department of Education Careers Strategy

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/672418/Careers\\_guidance\\_and\\_access\\_for\\_education\\_and\\_training\\_providers.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/672418/Careers_guidance_and_access_for_education_and_training_providers.pdf)

Skills For Worcestershire

<http://www.skills4worcestershire.co.uk/>

Government Careers Strategy December 2017

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/664319/Careers\\_strategy.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/664319/Careers_strategy.pdf)

National Careers Service

<https://nationalcareersservice.direct.gov.uk/>

UCAS (Universities and Colleges Admissions Service)

<https://www.ucas.com/>

Worcestershire Local Enterprise Partnership

<http://www.wlep.co.uk/>

Worcestershire Apprenticeships

<http://worcsapprenticeships.org.uk/>

Worcester 6th Form College

<http://www.wsfc.ac.uk>

HOW College

<http://www.howcollege.ac.uk/>

Kidderminster College

<http://kidderminster.ac.uk/>

Warwickshire College Group

<https://wcg.ac.uk/page/1/home>

Worcester University

<https://www.worcester.ac.uk/>