

# iCollege

Alternative Education West Berkshire

## Careers Policy & Provider Access Statement

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<b>Written by:</b>	Ali Haynes
<b>Associated policies and useful information</b>	Child Protection & Safeguarding Policy Equal Opportunities Policy Marking Policy School Improvement Plan
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## 1. Key contact list for Careers Policy & Provider Access Statement

<b>Assistant Headteacher (Curriculum and Achievement)</b>	Emma Douglas	<b>01635 48872</b>	edouglas@icollege.org.uk
<b>Careers Leader</b>	Ali Haynes	<b>01635 48872</b>	ahaynes@icollege.org.uk
<b>Careers Governor</b>	Tim Pritchard	<b>01635 48872</b>	

## 2. Introduction

iCollege Alternative Education is committed to providing learners with high quality and impartial Careers education, information advice and guidance (CEIAG) and work related learning to enable them to access meaningful careers which underpin fulfilling lives.

CEIAG and work related learning is vital for today's learners as they navigate an increasingly complex range of education, training, and employment opportunities. Not only is this range completely different to those experienced by previous generations, learners are also having to prepare for jobs which do not yet exist.

Before formulating this policy, consideration was given to:

- DfE (Department for Education) 'Careers Guidance and Access for Education and Training Providers' January 2023
- DfE (Department for Education) 'Careers Guidance and Access for Education and Training Providers' October 2018
- DfE 'Careers strategy: making the most of everyone's skills and talents' December 2017
- The Gatsby Benchmarks: Good Career Guidance
- Career Development Institute: Careers Framework 2020
- 'Progression Pathways 2017: Pathways through higher education' June 2017 by UCAS
- 'Vocation, vocation, vocation: the role of vocational routes into higher education' report by Social Market Foundation January 2018

## 3. Vision and Values

iCollege is an aspirational environment where expectations of all are high.

There are four under-pinning principles:

- Achievement (progress and attainment) of learners
- Outcomes: academic, social, emotional and physical
- Holistic development of individuals
- Successful transition post primary and post 16

Our vision is of an inclusive education service that offers learners opportunities that at least equal those available in local mainstream schools, and members of staff appropriate and sustained opportunities for professional development

## 4. Roles and Responsibilities

**Assistant Head Teacher with responsibility for Careers will:**

- Support the Careers Leader to ensure that careers links into the School Development Plan 20-23.
- Ensure a consistent approach to careers is evident across the Service
- Work with Careers Leader to promote and support Heads of Curriculum in linking subjects to the world of work.
- Work with the Careers Leader to monitor and evaluate the careers education provision and experience pupils receive.

**(Gatsby 1, 4)**

**Governor linked to careers will:**

- Support the Careers Leader with responsibility for careers education.
- Reporting back to the Governors on how the careers education and guidance is contributing to the Service's priorities.
- Reporting back to the Governors on the ways careers education and guidance is contributing to pupils' learning and career decision making.
- Advocate the appointment of people from the business community to the join the Governing Body.
- Facilitating partnerships with local businesses.
- Ensure that statutory duties are met.
- Encourage iCollege to work toward the Quality in Careers Standard.

**(Gatsby 1, 4)**

**Careers Leader will:**

- Further develop, evaluate, and adapt a stable and robust careers programme
- Ensure all pupils receive unbiased careers education that prepares them for the next stage of their education or employment
- Ensure that pupils have access to independent sources of guidance.
- Involve pupils, parents and carers in the further development of careers offer.
- Work towards the Quality in Careers standards.
- Provide access to a range of activities that inspire pupils, including meaningful encounters with employers, careers fairs, motivational speakers, visits, and encounters with further and higher education providers.
- Measure iCollege's careers programme against the eight Gatsby benchmarks of good careers guidance through the Compass+ assessment tool.
- Work in partnership with the Careers Governor, The Careers & Enterprise Company, and iCollege's Enterprise Adviser.
- Analyse destination data and share with SLT and Governors.
- Ensure compliance with the legal requirements to provide independence guidance and give pupils access to providers of further higher and technical education and apprenticeships including the publication of the provider access policy on the academy website.
- Monitor, review and evaluate the range and quality of personal guidance delivered
- Attend EHCP (Education Health and Care Plan) and PDR meetings from year 9 as required.
- Develop and maintain relationships with local and national employers and organisations.
- Develop and maintain relationships with Post 16 providers.
- Oversee and organise work experience procedures both weekly and yearly including external health and safety checks, monitoring and evaluation.
- Organisation of careers days and visits, liaising with Heads of Centres, Heads of Curriculum and the careers team.

**(Gatsby 1,2,3,4,5,6,7,8)**

**Careers Adviser will:**

- Encourage pupils to achieve and to be ambitious in their choice of career.
- Work to ensure that no pupil is disadvantaged in gaining access to education, employment, or training.
- Ensure that all advice is accurate, up to date and impartial.

- Provide access to personal guidance from year 9.
- Ensure pupils have access to, and be able to use, a variety of careers information.
- Contribute to destination follow up of leavers.
- Participate and contribute in the design and delivery of the careers programme.

**(Gatsby 1,2,3,4,5,6,7,8)**

**Middle Leaders (Heads of Curriculum and Subject Leads) will:**

- Ensure that careers education is embedded in curriculum schemes of work and learning framework for all years.
- Promote career learning, events, visits, and opportunities
- Ensure that staff support pupils in attending careers appointments with Careers Advisers.
- Assist with the identification and support of those at risk of not being in education or employment with accredited training post 16.

**(Gatsby 1, 4)**

**Teachers, Teaching Assistants, and support staff will:**

- Promote an understanding of the world of work and the ability to respond to changing opportunities at all ages.
- Make clear links to curriculum learning and careers.
- Enhance independent research skills so that pupils can make effective use of information and guidance.
- Encourage pupils to use their self-knowledge and knowledge of the labour market when thinking about and making choices.
- Help pupils to develop the skills they need to review achievements, plan future actions, make decisions, present themselves well and cope with change and transition.

**(Gatsby 1, 4)**

**Enterprise Adviser will:**

- Work with Assistant Head Teacher Raising Standards and Careers Lead to embed linking schemes of work to the world of world.

**(Gatsby 1, 4)**

## 5. Policy Statement

From September 2013 The Education Act 2011 has been amended to extend the requirements for schools to secure access to independent Careers guidance for learners in Years 8 - 13. Careers guidance must be presented in an impartial manner to promote the best interests of the learners to whom it is given.

Careers guidance for those under compulsory school age must also include information

on all options available in respect of 16 – 18 education or training, including

Apprenticeships. For those over compulsory school age, information should include Higher Education and employment options Post 18, including Apprenticeships. Schools will be held accountable for the destinations of their leavers through the annual publication of Destination Measures.

The Careers Education, Information, Advice and Guidance (CEIAG) programme is an important means of motivating learners to raise aspirations and attainments.

We firmly believe that all icollege learners have an entitlement to a CEIAG programme, which, will encourage them to see career development as a life-long process. Working in conjunction with Adviza, other CEIAG organisations, parents, representatives from local industry and other partners, icollege aims to provide a high quality CEIAG programme to all our learners.

The Provider Access Statement sets out the school's arrangements for managing the access of providers to pupils at the school for the purposes 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 and January 23 Guidance**

## 6. Policy Aims

The careers programme addresses the needs of each pupil with inspirational activities to enable learners to develop personal aspirations and reach their full potential. It aims to prepare each pupil for the choices, changes and transitions they need to sustain future learning, employment and achieve personal and economic wellbeing throughout their lives

### a) Self Development

Young people can understand themselves and the influences on them as well as the way in which they can contribute to the well-being of others. They assess their strengths and weaknesses to inform future learning and work choices and to develop positive self-esteem. Pupils are motivated to work hard to achieve the qualifications which will allow them to access the pathway of their choice.

#### a) Career Exploration

Young people successfully investigate opportunities and gain an understanding of skills and experience they need to succeed in learning and work through a large range of resources: careers websites, careers software, books and leaflets and access to impartial careers guidance.

### b) Career Management

All learners have a planned Post 16 destination as part of iCollege's NEET prevention strategy. Young people can make informed decisions at key decision points; they know how to adjust plans to manage change and transition. if needed, they know how to access **appropriate sources of support**.

#### a) Work Based Learning Opportunities

Through **a week** of work experience visits and placements in Year 10, with bespoke options available in Y11, 12 and 13. To support learners as they develop employability skills to become 'work ready.'

### b) Supporting the curriculum through organised activities and events

To enrich and enhance year 7 – 13 careers and PSHE programme In association with local education providers, businesses and members of the community. To ensure that learners are prepared for the world of work or Post-16 learning environment.

## 7. Learning Outcomes

### Self-Development

Learners can:

- Assess their achievements, qualities and skills.
- Present this information as appropriate
- Use this information for personal development
- Set career and learning targets
- Recognise and manage influences on their attitudes, values and behaviour in relation to work

### Career Exploration

Learners can:

- Understand the nature of work and people's attitudes to it
- Use a variety of sources of careers information
- Use work experience to improve employment prospects and develop appropriate work based experiences
- Understand local labour market

### Career Management

Learners can:

- Evaluate their options
  - Utilise appropriate sources of help
- Make informed and appropriate choices at 14 and Post 16
- Make and manage changes at transition times
- Manage job/learning applications and the requirements of interviews

- Behave appropriately in the work place and understand their rights and responsibilities.

## 8. Careers Education Information Advice and Guidance

CEIAG consists of Careers Education, Information, Advice and Guidance.

**Careers Education and Information** helps individuals to develop the skills, knowledge and understanding required to make appropriate choices, to manage transitions in learning and to move successfully into Post 16 & Post 18 choices.

**Careers Guidance and Advice** is a means of enabling individuals to apply the skills, knowledge and understanding they have learned to make appropriate decisions about learning and moving

into work. It should be impartial, client centred and confidential. Careers Guidance takes place mainly through individual support.

### **Careers Education, Information, Advice and Guidance (CEIAG) across the icollege**

In KS3/KS4/KS5 CEIAG (Careers Education Information And Guidance) is embedded within the Personal Social Health Citizenship and Economic (PSHCE) programme. The Careers syllabus is derived from the Careers Development Institute (CDI) Framework for Careers, Employability and Enterprise Education 2020, the CDI Career Development Framework 2021 and Living in the Wider World elements of PSHE Association Framework 2020. Students have targeted sessions, which help with preparation for working and post school life.

Education and guidance includes:

- Adviza individual guidance and action plans
- Careers group information and discussion sessions
- College visits, interviews and taster days
- Work Experience and extended Work Experience (KS4 and 5 only)
- Access to Local Market Information (LMI) and workshops
- Employer visits and presentations
- Employer involvement in curriculum activities such as mock interviews
- Cross curricular approach to development of employability skills
- Bespoke support completing applications and attending interviews
- Student profiling and identifying careers of interest
- Development of skills through DofE (Duke of Edinburgh) Award with Outdoor Academy (OA) and other external providers.

Careers Leader presence in multiagency meetings to meet student needs

## 9. Careers Interviews

Careers interviews are conducted by an Adviza/CEIAG representative (level 6 qualified careers adviser) registered with the CDI.

Interviews are conducted in a confidential setting to ensure impartiality. Interviews may also include parents, with student approval. Learners are able to access action plans at any time and these can be shared with parents with student permission.

## 10. Information & Resources

Careers Information and Resources are located in each unit.

Displays of events, opportunities etc. are included in central display boards.

The Careers information is updated on a regular basis to incorporate any new or additional information.

Within each unit there are IT (Information Technology) facilities connected to the school network for programmes such as Careerpivot, National Careers, Job Profiles and eCLIPS.

The Careers information is available to students at all times.

## 11. Monitoring, Review & Evaluation

This takes place through National Quality Standards for CEIAG and Local Authority (LA) supported self-evaluation.

The careers programme is reviewed by the Careers Lead, Assistant Head Teacher, Head Teacher, Careers Governor, Enterprise Adviser, Careers Adviser, Lead Teachers and Heads of Department. Assessment and Evaluation also takes place through:

- Post 16 destinations. All leavers are regularly monitored, and destination trends are identified.
- Feedback from pupils about their experiences of the careers programme and Leavers' follow up survey
- Feedback via the Student Voice programme
- Feedback from staff on individual lessons and careers activities.
- Feedback from employers, college/apprenticeship representatives on events.
- College placement reports
- Learners, employers and teachers complete evaluation of work experience placements
- Feedback from parents and carers about their child's experience of the careers programme and transition to post 16 provision.
- PSHCE + Careers lessons – assessments (formal + informal)
- Lesson observations and learning walks
- Work and planning scrutiny.
- Governors are updated on Gatsby Benchmark progress and destinations.
- Review of the iCollege's adherence to the Gatsby Benchmarks through Compass+, an online self-evaluation tool for schools.

## 12. Equal Opportunities

The Careers Department supports the school Equal Opportunities Policy and endeavours to implement it in the following ways:

- Equal Opportunities lessons.
- Careful selection of posters and display material.
- By encouraging all learners to prepare to support themselves financially.
- By encouraging learners to consider all options including non-traditional careers/roles.
- By avoiding the use of one gender and gender specific job titles, e.g. using she/he; son/daughter; waiter/waitress.
- By offering as free a choice as possible for Work Experience.
- By making every effort to give girls and boys equal opportunities to speak, offer opinions and answer questions in lessons.
- By not arranging and by discouraging separate sex groups for group work.
- Equal access to information for all learners of all abilities.

iCollege recognise that courses and employment are available and suitable for people of varying skills, abilities and personal qualities. We encourage learners to consider these aspects when choosing work placements, further education and employment. If a learner does not have the academic ability for the career/course they have in mind, we try to help them to identify this and plan accordingly. We emphasise their achievements to date and skills within their proximal development, whilst supporting aspirational planning.

## 13. Assessment & Recording

- Learners' work for Careers and PSHCE is kept in exercise books or folders. Work is checked for spelling and grammar according to the Marking policy and learners' progress is monitored by regular end of unit assessments.
- Careers Action Plans are produced by Adviza.
- Review day documents record progress and suggestions for improvement.
- Employers and Careers Leader complete assessment of work experience placements.

## 14. Entitlement

Whilst attending the unit learners should:

- learn about themselves and what can influence their views
- develop decision-making skills
- develop skills to help them manage transition
- develop skills to use and research careers information
- have access to up-to-date information about opportunities in learning and work
- have impartial, confidential and up-to-date guidance
- learn about the world of work
- experience the world of work.

Parents/Carers are entitled:

- to have the opportunity to speak to the Careers Leader by appointment or on review day or at careers evenings
- to have the opportunity to speak to Adviza or other CEIAG by telephone, appointment or on review day or at careers evenings
- to have information about Work Experience and the opportunity to discuss Work Experience issues
- to request home visits if required.

Students in Years 8 - 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 evenings, assemblies and group discussions and taster events.
- To understand how to make applications for the full range of academic and technical courses.

**In accordance with the DfE Careers Guidance and Access for Training Providers Statutory Guidance for Schools January 2023**

All maintained schools and academies must provide six encounters with a provider of technical education or apprenticeships for year 8 to 13 pupils. This must include:

- two encounters during year 8 or 9 (from 1<sup>st</sup> Sept – 28<sup>th</sup> Feb during Year 9)
- two encounters during year 10 or 11 (from 1<sup>st</sup> Sept – 28<sup>th</sup> Feb during year 11)
- two encounters during year 12 or 13.

All encounters must happen for a reasonable period of time within the school day.

The encounter should include information about the provider and approved technical education qualification or apprenticeship that the provider offers. Information about the careers to which the 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. **Details of encounters with providers are listed in section 16.**

## 15. Destinations of our pupils

Last year our year 11 pupils moved to a range of providers in the local area after iCollege these included:

Newbury College, Reading College, Basingstoke College of Technology, Sparsholt College, West Berkshire Training Consortium, iCollege Post 16 and apprenticeships with The Loft Conversion Company, Francis Construction and Boots The Chemist.

## 16. Links with the community, outside agencies and businesses

The **icollege** has a bank of links with businesses, outside agencies, the local community and voluntary sector groups in the local area and this is constantly developing.

Presenters, employers, alumni and members of the community are invited into school as appropriate and available.

Speakers from local further and higher education providers and training providers are invited in to school.

Learners are also taken to visit further and higher education providers and encouraged to attend their Open Days. Open day programmes are shared with parents.

Where possible staff are made available to accompany learners to open days.

## 17. Management of provider access requests

**Procedure** - A provider wishing to request access should contact: Emma Douglas, Assistant Headteacher Raising Standards

Email: [edouglas@icollege.org.uk](mailto:edouglas@icollege.org.uk) Telephone: 01635 48872

**Opportunities for access** - A number of events, integrated into the school careers programme, will offer providers an opportunity to come into school to speak to pupils and/or their parents. The events listed below are indicative of the range typically offered to students, these will be subject to Covid conditions inline with Government guidelines and may be replaced with virtual learning experiences as required.

	<b>Autumn Term Terms 1 &amp; 2</b>	<b>Spring Term Terms 3 &amp; 4</b>	<b>Summer Term Terms 5 &amp; 6</b>
Y7/Y8	Presenter Sessions Opportunities, organized to date:	Presenter Sessions Opportunities*	Presenter Sessions Opportunities*

	<p>Community Careers Event – Meeting local employers and apprenticeship providers, Independent Training Providers (ITPs) , Sixth Forms, FE and HE</p> <p>Integration:</p> <p>EDGE, Health Reach</p> <p>Adviza: Options at 14/ 16 linked with Career Choices topic</p> <p>Budgeting +bank presentation Money risks – ‘Scams’ Trading Standards</p> <p>Pod+:</p> <p>Adviza Pod+ Strengths and Skills – linking with ‘Be Yourself’ topic</p> <p>Pod+ Digital Wellbeing – options for expert presenter e.g. Westcoast</p>	<p>Integration:</p> <p>EDGE/ Trading Standards - drug avoidance</p> <p>Health Reach – RSE links</p> <p>STEM activity Innovation Centre visit</p> <p>Adviza Careers Pilot career profile development</p> <p>Pod+:</p> <p>Money Matters topic - options for bank presentation</p> <p>Adviza Linking with ‘One World’ and sustainability considering green jobs and future careers. Option for a presenter linked to environmental solutions.</p>	<p>Integration:</p> <p>EDGE Health Reach</p> <p>Visit to a working farm</p> <p>Fire Service Presentation and Visit</p> <p>Options at 14/ 16 linked with Career Choices topic Pod+</p> <p>Adviza Teamwork Workshop – linking with TEAM topic and Think Positive topic</p> <p>Adviza Options at 14/ 16 linked with Aiming High topics</p>
Y9	<p>Presenter Sessions Opportunities*</p> <p>Integration and Intervention</p> <p>EDGE COINS* Police</p> <p>Community Careers Event – Meeting local employers, apprenticeship providers, Independent Training Providers (ITPs) , Sixth Forms, FE and HE</p> <p>Adviza STEM + Future careers workshop</p> <p>(COINS are not accessible in Reading)</p>	<p>Presenter Sessions Opportunities*</p> <p>Integration and Intervention</p> <p>Trading Standards, Bank Visit</p> <p>STEM Activities/ RSSL Fun Science encounter</p> <p>Exploring careers – working Farm visit</p> <p>Adviza LMI and Options</p> <p>14 – 16 college interviews and taster session opportunities</p>	<p>Presenter Sessions Opportunities*</p> <p>Integration and Intervention</p> <p>Health Reach</p> <p>Living Rainforest Visit</p> <p>Distribution Centre/ Innovation Centre Visit</p> <p>Adviza sessions Careers Pilot (profile) development session</p>
Y10	<p>Presenter Sessions Opportunities *</p> <p>Integration and Intervention</p> <p>EDGE COINS* Police</p> <p>Community Careers Event – Meeting local employers, apprenticeship providers, Independent Training Providers (ITPs) , Sixth Forms, FE and HE</p> <p>ASK Apprenticeship Introduction</p> <p>Adviza STEM + Future careers workshop</p> <p>ASK Recognising Strengths</p> <p>1:1 Careers meetings available</p>	<p>Presenter Sessions Opportunities*</p> <p>Integration and Intervention</p> <p>Trading Standards</p> <p>Finance Workshop</p> <p>Bank visit</p> <p>Science Week STEM Activities/ RSSL</p> <p>CV and Application writing (English cross-curricular)</p> <p>Adviza</p> <p>14 – 16 college interviews and taster session opportunities</p> <p>Exporing careers in IT activity e.g.</p>	<p>Presenter Sessions Opportunities</p> <p>Integration and Intervention</p> <p>Health Reach</p> <p>Newbury College Options + Pre-16 course Information Event</p> <p>Mock Interviews (English cross-curricular)</p> <p>Watermill Communications workshop – First Impressions</p> <p>ASK Marketing Me – online and face to face</p> <p>WEX experience week</p> <p>offered - including:</p>

	(COINS are not accessible in Reading)	Westcoast  Visit to a working farm  ASK Registering and LMI introduction session  Adviza LMI workshop  1:1 Careers meetings available	Range of visits: fire station  Car Sales, IT distribution company. Combined with bespoke programmes.  Adviza sessions offered
Y11	Presenter Sessions Opportunities*  EDGE Police D of E  T Level presentation from Newbury College at Information Evening  Community Careers Event – Meeting local employers, apprenticeship providers, Independent Training Providers (ITPs) , Sixth Forms, FE and HE  Adviza Skills workshop  Career Pilot profile building  ASK apprenticeship Introduction Consolidation  Employer visits e.g: Engie Construction Berkshire Youth visit/  Visits to FE colleges offered  1:1 Adviza/ Careers meetings offered  Watermill Work Experience offer	Presenter Sessions Opportunities*  Health Reach  COINS  Parents Information Evening with ASK Apprenticeships and NCS  NCS presentation with Alumni  Science Week STEM Activities/ RSSL  Employer- hosted mock interviews offered e.g. Westcoast  Review Days – Parents and learners meet with teachers, Adviza and Careers Leader attend to inform about/ support Post 16 choices.  NHS experience event  ASK Registering and LMI workshop  Adviza Inspiration/ LMI/STEM workshop  College visits offered – support available for interviews and applications.  Reading Careers Fair Offered  H E Exhibition/ Oxford Brookes visit offered  1:1 Adviza/ Careers meetings offered with students and parents/careers  Financial/ All About Me Workshop Offered – EBP	Presenter Sessions Opportunities*  Access to bespoke transition support  Adviza World of Work / online presence session College interview/ applicant event/ taster day support  ASK Apprenticeship Applications workshops  Bucks New Uni HE visit  1:1 Adviza/ Careers meetings offered College Transition sessions support
Y12	Presenter Session Opportunities* - including T Level presentation – Newbury College at Information Evening  Community Careers Event – Meeting local employers, apprenticeship providers, Independent Training Providers (ITPs) , Sixth Forms, FE and HE	Presenter Sessions Opportunities*  NHS experience visit  ASK Registering and LMI workshop  Extended WEX opportunity  Employer experience (STEM)	Presenter Sessions Opportunities*  ASK Winning application sessions  College applicants events, interviews and taster days supported  College Transition sessions support  HE visits offered

	Adviza Teamwork workshop ASK Apprenticeships Update Employer visit EquansConstruction / Berkshire Youth Visits to FE/HE offered 1:1 Adviza/ Careers meetings offered	HE Exhibition offered 1:1 Adviza/ Careers meetings offered Employer-hosted mock interviews offered e.g. Sovereign/ Westcoast	1:1 Adviza/ Careers meetings offered
Y13	Presenter Sessions Opportunities* EDGE Police T Level presentation from Newbury College at Information Evening Community Careers Event – Meeting local employers, apprenticeship providers, Independent Training Providers (ITPs) , Sixth Forms FE and HE Apprenticeships Introduction Teamwork workshop Skills Workshop Apprenticeships – LMI and Research Skills Employer visit Equans Construction / Berkshire Youth Visits to colleges and universities offered 1:1 Adviza/ Careers meetings offered	Presenter Sessions Opportunities* COINS NHS experience visit Extended WEX opportunity with support Apprenticeship Strengths workshop Employer event (STEM) – Science Week Higher Education Exhibition offered College visits/ interview support 1:1 Adviza/ Careers meetings offered Employer-hosted mock interviews offered e.g. Westcoast	Presenter Sessions Opportunities* Apprenticeship Winning application sessions College applicants events, interviews and taster days supported College Transition sessions support 1:1 Adviza/ Careers meetings offered HE visits offered

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

\*Presenter Sessions Opportunities: sessions include careers advice and support, local market information (LMI), STEM, profiling, employability skills, representatives from apprenticeship providers, local and national employers, 6<sup>th</sup> Form colleges, and universities.

The school policy on Child Protection & Safeguarding [http://www.icollege.org.uk/policies\\_and\\_procedures.php](http://www.icollege.org.uk/policies_and_procedures.php) sets out the school's approach to allowing providers into school as visitors to talk to our students.

## 18. Premises and facilities

### Premises and facilities

**icollege** will make rooms available for discussions between the provider and students, as appropriate to the activity at the most appropriate unit. Icollege will also make available AV and other specialist equipment to support provider presentations if possible. This will all be discussed and agreed in advance of the visit with the Careers Leader or a member of their team.

Providers are welcome to leave a copy of their prospectus or other relevant course literature in the appropriate area at each unit, this will be managed by the unit PM. This information will be made available to all students at lunch and break times.

## 19. Meeting the Gatsby Benchmarks Overview

The Government has introduced a framework to support schools to develop and improve their entire careers programme. This promotes a shared understanding of what excellent careers provision looks like and a consistent approach to achieving it.

The Government expects all schools to use the Gatsby Benchmarks to improve their careers provision. It has identified eight Gatsby Benchmarks that define a world-class standard of excellent careers guidance.

The research provides a clear and consistent message that a good careers programme means achieving all eight Gatsby Benchmarks with every pupil.

The **icollege** are continually enhancing and developing the implementation of the Gatsby Benchmarks inline with 'Careers guidance and access for education and training providers' statutory guidance for schools...**January 2023**

Achievements are recorded on termly Compass Plus Reports and details are provided in the School Improvement Plan.

**Gatsby Evaluation Results December'23**

This graph shows your latest evaluation results along with your progress and how your plans are impacting your Compass score.

Gatsby Benchmark	Latest Evaluation	Total achievement
1-A stable careers programme	100%	100%
2-Learning from career and labour market information	100%	100%
3-Addressing the needs of each pupil	100%	100%
4-Linking curriculum learning to careers	100%	100%
5-Encounters with employers and employees	100%	100%
6-Experiences of workplaces	100%	100%
7-Encounters with further and higher education	100%	100%
8-Personal guidance	100%	100%

◆ Reached 1% - 99%
◆ Reached 100%

This report was generated from Compass+ for iCollege Alternative Provision, by Alison Haynes on December 3rd 2023 at 16:44.

If you think there is something wrong with the content of this report, please contact us at compassplus@careersandenterprise.co.uk.

Head Teacher: Jacqueline Davies	Sign:	Chair of Governing Body: Maureen Sims	Sign:
Date		Date:	

Change Record				
Version Number	Date Approved	Management Committee Minute Reference	Description of Amendments	Review Date
1	13.12.22	MC	Changes made by AH	Dec 23
2	19.03.24	Approved MC 19.03.24	Amendments reflect January '23 statutory guidance and minor adjustments to curriculum. Removed appendices (AH Jan 24)	Jan 26

### Keeping Children Safe in Education

All staff at iCollege take seriously their responsibility to protect and safeguard the welfare of children and young people in their care; this includes protecting children from maltreatment; preventing impairment of children's mental and physical health or development; ensuring that children grow up in circumstances consistent with the provision of safe and effective care; and taking action to enable all children to have the best outcomes.