

Perschore High School

SCHOOL CAREERS STRATEGY AND ACTION PLAN

SEPTEMBER 2025
to
AUGUST 2026

Our Vision

Persnore High School is fully committed to develop our students to become life-long learners with confidence, independence and resilience, through individual guidance and access to a wide variety of opportunities. We challenge students to set aspirational goals and provide support to achieve them.

Persnore High School has established a range of effective careers guidance activities that help to raise students' aspirations and achievements as well as guide and support them to achieve positive destinations such as A levels, Higher Education, Apprenticeships, Technical routes or Employment.

To consistently support and engage every individual student to understand and develop their own future pathway, and to confidently raise and achieve their aspirations in an increasingly competitive and ever-changing world.

**Perschore 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**



PERSHORE HIGH SCHOOL CAREERS STRATEGY

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INTRODUCTION

There has never been a time when careers guidance has been as important for young people as it is today. At Perschore High School, we have a vital role to play in preparing our pupils for the next stage of their education or training and beyond. Our pupils will be embarking upon a career pathway, which is more challenging and complex than that faced by previous generations. Global opportunities and increasing technological advances will result in young people having several careers during their working life and potentially working in a career that does not currently exist.

With the greater choices of education, training and employment, our aim is to prepare pupils for these ever-changing opportunities, responsibilities, and experiences and to equip them with the skills to manage the choices, changes, and transitions ahead of them.

We have a whole school approach to careers education. This allows pupils to access the necessary information to help them make informed decisions about their futures. Our careers programme throughout the year supports our careers education curriculum and in line with the most recent careers guidance strategy (Last updated May 25). Careers Education at Perschore High is not just a stand-alone strand; it is thoroughly integrated into every area of the school and woven into the school curriculum and different subject areas.

We believe that by integrating our school values of helping each other, work hard and be kind into our careers strategy, we will ensure all our students go on to have long, successful and rewarding careers.

PERSHORE HIGH SCHOOL CAREERS STRATEGY

Purpose and aims

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

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

This careers strategy sets out Perschore High School key approaches internally and externally to enhance the current careers guidance activities and participation opportunities already available to our pupils. The aim is to ensure that pupils 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 pupils 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 the mandatory requirements contained within the Department for Educations' careers strategy (last updated May 25), including changes in meeting the Gatsby Benchmarks. These partnerships will include working alongside The Careers and Enterprise Company (CEC), The Worcestershire Local Enterprise Partnership (WLEP), Worcestershire County Council (WCC), Further Education (FE) and Higher Education (HE) providers, Worcestershire Apprenticeships (WA) and a wide range of local employers.

In 2024, the school also entered into a local partnership with two other High Schools in Worcestershire to collaborate and celebrate good careers guidance in schools, building on one another's skills, expertise and good practice.

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.

This strategy outlines our whole school approach to delivering careers guidance to all of our pupils 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 the Department for Education and contained within the Gatsby Benchmarks.

Strategic Careers Leader

As set out within the Department for Education's Careers Strategy, Perschore High School is required to have an appropriately trained careers leader to develop and direct the careers programme, in line with the Gatsby Benchmarks. The careers leader should have the skills, commitment and support from their senior leadership team.

The Strategic Careers Lead will have the responsibility to make sure that we as a school meet our mandatory requirements and continue to work towards achieving all eight of the Gatsby Benchmark.

Jonathan Pyatt has agreed to undertake this role.

Jonathan Pyatt will provide the Head Teacher, Senior Leadership Team and the board of governors with regular updates on our progress and will work closely with the Worcestershire LEP delivery team, our assigned Enterprise Advisers and local employers to ensure we deliver this strategy.

Our Careers Team

Jenna Butler, Deputy Headteacher, will lead our team which will include the following staff members:

Deborah Booton-Gwynne – Head of Careers Information, Advice and Guidance

Jacqueline French – Work Experience Coordinator

Jonathan Pyatt – Head of Careers Education and School Careers Lead

Zoe Starkey – Head of Sixth Form


Cassie Waters – Deputy Head of Sixth Form

Our Enterprise Advisers

Through the Worcestershire LEAs Enterprise Adviser Network Graham Avison and Felicia Yates are delighted to have been assigned our own designated enterprise advisers.

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

May we introduce our assigned Enterprise Advisers:

<p>Photograph to be uploaded.</p>	<p>Felicia Yates SENIOR CONSULTANT - QINETIQ, MALVERN Felicia has a wealth of experience working in the Psychology and Systems department (Human Performance). Felicia's proficiency brings an extensive employer contact list that gives our students a solid foundation on beginning their career pathway.</p>
	<p>Graham Avison Graham is passionate about engineering with over 40 years experience in the industry, He is keen for all students, of all backgrounds, to enter a profession around the STEM subjects. He is an advocate of apprenticeships and has helped trained many young people over the years into their rewarding professions.</p>

Current position at Perschore High School

Pupils are currently receiving the following careers related support or participating within the activities listed below during their journey through school. The Careers Development Institute (CDI) Framework has identified six career development skills that people need to have positive careers. These are defined by the following codes:

GTL – Grow Throughout Life – reflecting on the student, the student's background and the student's strengths,

EP – Explore Possibilities – the possibilities open to the student where they can learn about recruitment processes and the culture of different workplaces

MC – Manage Career – the student manages their career actively, making the most of opportunities and learning from setbacks.

CO – Create Opportunities – the student is encouraged to be proactive in building positive relationships with others.

BLW – Balance Life and Work – the students is encouraged to balance their life as a worker with their wellbeing.

SBP – See the Big Picture – students pay attention to how the economy, politics and society connect with their own life and career.

Year 7

- Careers Education as part of PSHE and Citizenship lessons (GTL, EP, CO, SBP)
 - Developing skills and aspirations - Careers, teamwork and enterprise skills, and raising aspirations
 - Learning about how local councils work including a visit to Wychavon District Council during the Summer Term to learn about the available careers, LMI and routes into employment.
- Termly Careers assemblies including guest speakers from local employers and training providers (EP, CO, SBP)
- Careers Challenge competition where students will be tasked with building a Sustainable Town of the Future (EP, CO, SBP)

Year 8

- Careers Education as part of Citizenship lessons (GTL, EP, CO, SBP)
 - Financial decision making – how to manage income from a successful career.
 - An introduction to Unifrog online careers platform as part of Learn2 lessons.
- Careers Day (Summer term) – a range of local employers from different industries (including STEM) discuss their pathways and routes into careers whilst students complete a task related to that industry. (GTL, EP, CO, BLW, SBP)
- Termly Careers assemblies including guest speakers from local employers and training providers (EP, CO, SBP)

Year 9

- Careers Education as part of Citizenship lessons (GTL, EP, CO, BLW, SBP)
 - Setting goals - Learning strengths, career options and goal setting as part of the GCSE options process
 - Employability skills and online presence
 - Profile development on Unifrog online careers platform
- Termly Careers assemblies including guest speakers from local employers and training providers (EP, CO, SBP)
- One to one careers guidance interviews on request (EP, CO)

- Options Evening – a presentation on Post-16 options and routes into work for both parents and students. (GTL, EP, SBP)
- Worcestershire Skills Expo – all students are given the opportunity to attend the annual Careers Fair (GTL, EP, CO, SBP)

Year 10

- Careers Education as part of Society and Ethics lessons (GTL, EP, MC, CO, BLW, SBP)
 - Work experience - Preparation for and evaluation of work experience and readiness for work.
 - Financial Decision Making – making informed decisions about how to manage income from work
 - Profile embedding on Unifrog online careers platform
- Head of Careers presents information regarding the Careers Programme, LMI and post 16 options at Year 10 Parent Information Evening. (GTL, EP, SBP)
- Termly Careers assemblies including guest speakers from local employers, apprenticeship providers, colleges and universities. (EP, CO, SBP)
- Careers interviews begin for PP, LAC, RONI students, interviews also available on request and via teacher referral. (GTL, EP, MC)
- Work Experience – in person (GTL, EP, MC, CO, BLW, SBP)
- Employers visit school for Q and A (EP, CO, SBP)
- Dates for Post 16 open Evenings at local providers published and shared both with parents and students. (EP, CO)
- Careers information, events, Apprenticeships, Further and Higher Education, LMI and virtual work experience opportunities provided in weekly Careers Bulletins sent to students and their parents/carers. (GTL, EP, MC, CO, BLW, SBP)
- National Apprenticeship Week and National Careers Week in-lesson webinars (GTL, EP, MC, BLW, SBP)
- Opportunity for Parents'/Carers' to book a careers appointment with Head of Careers at Parents evening. (GTL, EP, MC)
- Worcestershire Skills Expo – all students are given the opportunity to attend the annual Careers Fair (GTL, EP, CO, SBP)

Year 11

- Careers Education as part of Society and Ethics lessons (GTL, EP, MC, CO, BLW, SBP)
 - Next Steps - Application processes, and skills for further education, employment and career progression
 - Profile utilisation on Unifrog online careers platform
- Head of Careers presents information regarding the Careers Programme, LMI and post 16 options at Year 11 Parent Information Evening. (GTL, EP, SBP)
- Visit to a UCAS Higher Education and Apprenticeship Fair (EP, CO, BLW, SBP)
- Futures Day Careers Presentations– employers and providers – students select two presentations/Q and A sessions to attend. (GTL, EP, MC, CO, BLW, SBP)
- Educate, Elevate Raising Aspirations Programme - taught techniques for self-motivation, developing a growth mind-set, increasing motivation through goal attachment, breaking goals into manageable tasks and deadlines, raising aspirations visit to Oxbridge Conference. (GTL, EP, MC, CO, BLW, SBP)

- Local colleges invited into school to talk to students about post 16 alternatives to sixth form. (EP, CO, SBP)
- Assembly presentations from further education providers. (EP, CO, SBP)
- Representatives from Ask Apprenticeships and Worcester Apprenticeships deliver Apprenticeship presentations. (EP, CO, SBP)
- Dates for Post 16 “Open Events” at local providers published and shared with students, parents/carers (GTL, EP, MC, CO, BLW, SBP)
- Persnore 6th Form Open Evening. Subject teachers provide information on subject content and post 18 pathways. (GTL, EP, CO, SBP)
- Careers Adviser careers guidance interviews for all students (GTL, EP, MC)
- Labour market information, careers events and virtual work experience opportunities shared with students, their parents/carers via weekly Careers Bulletins. (GTL, EP, MC, CO, BLW, SBP)
- LMI shared with students via individual Career Action Plans, the Careers section of the school website, departmental noticeboards and during lessons. (MC, SBP)
- Opportunity for Parents’/Carers’ to book a careers appointment with Head of Careers at Parents evening. (GTL, EP, MC)
- National Apprenticeship week and National Careers Week in-lesson webinars (GTL, EP, MC, BLW, SBP)
- Three Counties Careers Fair – for students not interested in continuing their education at PHS (GTL, EP, CO, SBP)

Years 12 and 13 (GTL, EP, MC, CO, BLW, SBP)

- University Visits
- Work experience
- Careers education
- Use of Unifrog
- Representatives from Ask Apprenticeships and Worcester Apprenticeships deliver apprenticeship workshops and presentations.
- One to One interviews on request
- Aspire (Futures Careers) Programme – weekly presentations
- Mock Interviews with employers and sector professionals
- Careers information, events, Apprenticeships, Higher Education, LMI and virtual work experience opportunities shared with students and their parents/carers via weekly Careers Bulletins.

Teaching staff contribute to the delivery of careers guidance through:

- Employer visits during classroom lessons,
- Discussing careers using their subject,
- Making explicit links between subject topics and careers (including up to date labour market information)
- Trips and visits,
- Extra-curricular activities
- Embracing and delivering activities during Green Careers Week, National Apprenticeship Week and National Careers Week.

Local Employers contribute to the delivery of careers guidance through:

- Year 10 and Year 12 work experience
- Assemblies
- Careers fairs (external)
- Year 12 and Year 13 HE and FE guidance talks
- Year 8 Careers Day
- Year 7 Wychavon District Council Link

Parents contribute to the delivery of careers guidance through:

- Support to arrange work experience
- Parental sign-up to Unifrog careers platform
- Attendance at Parent Information Evenings (Years 7, 8, 10, 11) and Options Evening (Year 9).

Partnership Arrangements and Employer Contacts

Perschore High School has strong links with:

- Worcestershire Careers Hub.
- Worcestershire Local Enterprise Partnership
- Further Education providers
- The local business community

Objectives for 2025 to 2026

Gatsby Benchmarks

In line with the Department for Education's careers strategy, updated in May 2025, Perschore High School aims to fulfill the eight expectations set out within the 'Gatsby Benchmarks' which provide a framework to ensure that the school has formed a careers programme which falls in line with legal requirements. The following eight benchmarks remain at the core of good careers and enterprise provision:

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

Five main themes emerged from the evidence that informed the updates and have been considered in forming Perschore High's careers strategy:

- **Careers at the heart of education and leadership**
Careers guidance is both a whole-staff and a whole-institution endeavour.
- **Inclusion and impact for each and every young person**
Programmes must be tailored to meet the needs of each young person, including vulnerable or disadvantaged young people or those with special educational needs and disabilities (SEND).
- **Meaningful and varied encounters and experiences**
We have emphasised the focus on flexible delivery and the impact of encounters and experiences of education and work. There is a renewed importance of offering a variety of encounters and experiences, of giving young people time to prepare and reflect and of using technology alongside, but not instead of, in-person activity.
- **Focusing on the use of information and data**
Data collection has been refocused to include aspirations and intended destinations, to help tailor support, so that all young people can explore all future pathways equitably.
- **Engagement of parents and carers**
Including the need to share information with parents and carers and support them to use it with their children.

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 pupils.
- To enable pupils to understand 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 pupils regardless of academic ability and is tailored to meet their individual needs wherever possible.
- The careers programme is tailored to the needs of pupils, sequenced appropriately, underpinned by learning outcomes and linked to the whole-school development plan.
- Parents and carers will be engaged throughout as set out in this strategy.
- To ensure our Careers Strategy is fully supported and is explicitly backed by the governors, Headteacher and Senior Leadership team within school.
- To ensure there is a clear focus on the activities which support enterprise, employability skills, workplace experiences and qualifications which employers' value.
- To regularly evaluate our careers strategy to determine the impact of our careers related activity based on the feedback provided to us by pupils, 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 Compass Careers Dashboard tools.
- This strategy will be regularly evaluated using feedback from pupils (i.e. Future Skills Questionnaire), parents and carers, teachers and other staff who support pupils, careers advisers and employers to increase its impact.

2. Learning from Career and Labour Market Information

- To encourage and increase the use of online careers tools and packages across all year groups to inform their own decisions on study options or next steps.
- To utilise and then support the development of labour market information to ensure staff and pupils are informed in their decisions and the advice being given, during each key stage. 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 and inform their support for pupils in their care.
- To investigate careers and opportunities in learning, work and 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 pupils 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
- To ensure that a programme of activity takes place which raises the aspirations of all pupils and challenges stereotypical thinking in terms of equality and gender.
- To ensure that pupils 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 pupils' 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 pupils 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 and Code Clubs.
- To ensure that careers related activities 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 pupils receive at least ONE meaningful encounter with an employer during every year they are at school.
- To increase the number of activities which are conducted within school with the support of local employers.
- To ensure that pupils 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.
- To 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.

- To 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 pupils 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 pupils receive at least ONE meaningful experience of the workplace by the end of year 11
- To ensure that pupils 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 pupils 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

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

8. Personal Guidance

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

Promotion of Careers related activities

Perschore 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 this activity through our school social media channels.

This careers strategy document along with any case studies documents that are created will be placed on the school's website. These will also be shared with Careers and Enterprise Company and to be used to promote best practice across ALL career's 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.

The updated Gatsby Benchmarks 5, 6, and 7 stipulate that young people should participate in **meaningful encounters and experiences**.

Meaningful experience gives the young person the opportunity to explore what it is like to work in that environment, what skills are valued in the workplace, their recruitment processes and what it takes to be successful.

A meaningful experience will:

- have a clear purpose, which is shared with the employer and the young person
- be underpinned by learning outcomes that are appropriate to the needs of the young person
- involve extensive two-way interactions between the young person and employees
- include opportunities for young people to meet a range of different people from the workplace
- include opportunities for young people to perform a task set by the employer or to produce a piece of work relevant to that workplace
- include the employer providing feedback to the young person about their work
- be followed by opportunities for the young person to reflect on the insights, knowledge or skills gained through their experience

We may take into account any part-time work a young person may have, if it genuinely offers them a meaningful experience.

Autumn Term 2025

Year Group	Activity Description	Date	Covering Benchmark	RAG Status
7, 8, 10, 11	Parent Information Evenings outlining careers provision	Throughout September	3,4	
12	'Why Consider Higher Education' Worcester University (on site)	September	7	
9, 10, 11	Life Beyond School – Inclusive Careers Fair	October	3,5,7	
11,13	Introduction to Apprenticeships – Worcestershire Apprenticeships (on site)	October	2,3	
7	National Careers Challenge – Inspirational Learning Group	October	2,4,5	
11	Sixth Form Open Evening (on site)	November	7	
8, 9, 10, 11, 12	Introduction to Unifrog (on site)	November	2,8	
7-13	National Green Careers Week of activities (on-site)	November	5,7	
7,8,9,10,11	Careers education programme delivered during Citizenship and Society and Ethics lessons.	November, December	4	
10,11,12,13	Careers Bulletins, vacancies, apprenticeship, HE and FE updates.	weekly	2,6	
11	Futures Programme of Careers Events (on and off site)	termly	3,5,7	
12,13	HE Plus Programme – virtual seminars	All term	5,7	
12,13	HE Masterclasses – virtual	All term	3,7	
11	One to one guidance interviews	termly	8	

Spring Term 2026

Year Group	Activity Description	Date	Covering Benchmark	RAG Status
11,	Agriculture Apprenticeship Show – Three Counties Showground	January	3,5,7	
11	HOW / WCG Assembly	January	3,7	
11	HWGTA Assembly	January	3,5,7	
12, 13	Law in Action – University of Law	January	2,7	
11	Introduction to NCS Presentation (on site)	Jan/Feb	5	
10	Work experience – (offsite)	February	2,3,4,5,6	
7,8,9,10,11, 12,13	National Apprenticeship week – activities – (on site):- Introduction to Apprenticeships – ASK Apprenticeships Apprenticeships in Engineering, Accountancy and Administration – HWGTA	February	2,3,5	
9	Options Evening and Careers Presentation to Parents (on site)	March	1,3,8	
12,13	Making the most of Clearing – University of Worcester	March	7	
7-13	National Careers Week of activities (on-site)	March	2,3,4,5,8	
9-10	Worcestershire Skills Show Fair – Sixways Stadium	March	2,3,5,7,8	
10,11,12,13	Careers Bulletins highlighting careers information, work experience, apprenticeships, FE and HE updates.	weekly	1,2,3	
10,11,12,13	Personal Guidance interviews all year 11, other year groups by request (on site)	All term	8	
7-12	Employer Assemblies	termly	5	

Summer Term 2026

Year Group	Activity Description	Date	Covering Benchmark	RAG Status
12	Introduction to Apprenticeships – Worcestershire Apprenticeships (on site)	April	1,2	
7,9	Careers education programme delivered during Citizenship lessons.	April / May	4	
13	Apprenticeship application support (on site)	May/June	3,5	
12	HOW College HND/Degree courses (on site)	June	7	
12	Mock Interviews and CV writing - Employers	June	5	
12	Mock interviews (on site)	June	5	
8	Year 8 Careers Day – various employers (on site)	July	2,3,4,5	
12	Work experience in person – virtual work experience Opportunities promoted via the weekly Careers Bulletins.	July	5,6,7	
10,11,12,13	Careers Bulletins highlighting careers information, work experience, apprenticeships, FE and HE updates.	weekly	1,2,3	
10,12	Careers Guidance Interviews	All term	8	

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.

Persnore 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 updated 'Gatsby Good Career Guidance' report (2025) which links with the statutory 'Career's guidance and access for education and training providers' (2023). From September 2025, we have adopted the strengthened benchmark, by ensuring that every pupil has multiple first-hand experiences of workplaces by the age of 16 and at least one further such experience by age 18.

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 **Persnore 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 Contact

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

Jonathan Pyatt
Head of PSHE and Careers Education
01386 552471
jp@perschore.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. This is done through the Future Skills Questionnaire provided by Compass+.

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 Deborah Booton-Gwynne.

Telephone: 01386 552471

Email: dbg@persore.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 Advisor, Deborah Booton-Gwynne, 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 Advisor, Deborah Booton-Gwynne, or a member of their team.

All requests will be given due consideration by **Persore 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

Perschore 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/guidance/careers-guidance-and-access-for-education-and-training-providers).

Useful links / Resources

The Careers Enterprise Company	https://www.careersandenterprise.co.uk/
The Careers and Enterprise Company Resource Directory	https://resources.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
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
Government Careers Guidance and Access for Education and Training Providers (May 2025 update)	https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1127489/Careers_guidance_and_access_for_education_and_training_providers_.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/
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/

Appendix A

1. To ensure that pupils fully understand and consider the different routes available at post-16 and post-18, particularly apprenticeship and other vocational routes.
2. To ensure that all Y10 and Y12 students receive a full week of meaningful work experience in the summer term and that they are able to reflect and learn from this invaluable opportunity.
3. To ensure our careers work is fully aligned to – and complements - the school's personal development and wellbeing agenda, so that students receive all-round support.
4. To further raise the profile of careers across the whole school.
5. To ensure that School has a concise plan of engagement in Careers Guidance for all students to ensure that they work hard and strive to be the best they can be.
6. To continue to strive towards meeting the eight Gatsby Benchmarks for good career guidance as recommended by the Department of Education Careers Strategy 2018.
7. To gain the 'Quality in Careers Standard' accreditation, the nationally recognised award for Careers Guidance in English Secondary Schools.
8. To provide effective and impartial information, advice, and guidance to prepare students for life in the wider world, making them aware of roles and responsibilities.
9. To raise aspirations by ensuring all students have knowledge of routes into further education, higher education, and apprenticeships (of all levels).
10. To ensure every student is offered careers personal guidance to meet their needs at the different stages through their school journey. This will reflect the school's equality and diversity policy to ensure that every student is treated fairly.
11. To ensure students are introduced to the concept of stereotypical thinking and the challenges it brings and can discuss its impact on career decisions and choices.
12. To engage with local employers and training providers to provide multiple learning opportunities about the world of work and skills required. Both academic and vocational routes are explored and are available to students regardless of career choices.
13. To make available Labour Market Information and Intelligence to ensure students (and parents) are aware of local and national opportunities as well as trends, to ensure they are informed to make the best decisions.
14. To ensure all staff at the school have an awareness of linking curriculum learning to careers and are able to demonstrate the relevance of subjects to students when considering a future career. Particularly relevant is that STEM subject staff should highlight the increasing need for STEM subjects to access a wide range of future career paths, making sure the information does not stereotype in any way.
15. To ensure all students are aware that the attainment of English and Maths GCSEs are crucial elements of any future study programme they may undertake and an expectation from all employers.
16. To continuously strive to improve NEET (Not in Education Employment or Training) figures by providing an effective careers programme.
17. To actively track the progress of Pupil Premium and students from disadvantaged backgrounds to ensure that they access all of the career's information, advice and guidance to enable them to make the relevant decisions to their career goals.
18. To tailor information, advice, and guidance as necessary to meet the needs of any vulnerable students and offer appropriate alternatives as deemed necessary.