



Blessed George Napier Catholic School



Baker Clause Policy Statement

Intent

This policy statement sets out Blessed George Napier Catholic School's arrangements for managing the access of providers to every student in Years 7 – 13 to discuss both academic and non-academic routes that are available to them as part of a holistic careers programme enabling all our students to make informed choices about their post 16 and post sixth form provision. This is also measured regularly against the careers standards of the Gatsby benchmarks using the Compass Assessment framework and evaluation with students, teachers and SLT as part of a progressive careers programme. Yr12-13 provision is assessed through survey monkey questionnaires to evaluate the career needs and knowledge of the pupils in the sixth form to ensure they are well informed.

Blessed George Napier Catholic School proactively seeks to build relationships with other 6th form schools, colleges, apprenticeship providers, universities and employers as we plan our careers programme and vocation week activities throughout the school year to ensure all our students have access to the most current and up to date careers information at key transition points and that providers have multiple opportunities to speak to students and their parents across Years 7 -13 to offer information on vocational, technical and apprenticeship qualifications and pathways.

Blessed George Napier Catholic School ensures that their staff involved in personal guidance and pastoral support and are up to date with their knowledge through a programme of Continuing Professional Development.

Management of Provider Access Requests

Providers wishing to request access should contact Careers Leaders:

Lizzie Harris - email lharris@bgn.oxon.sch.uk

Margaret Ellul (Sixth form lead) – email mell8376@bgn.oxon.sch.uk

Rebecca Russell (Careers liaison/ Post 16 administrator) - email rrussell@bgn.oxon.sch.uk

Telephone: 01295 264216

Pupil Offer and Opportunities for Access:

We have a range of flexible programmes to ensure our students and parents have access to a full careers programme of information through assemblies, drop-in times, parents' evenings, careers fairs, apprenticeship workshops, newsletters, and project week activities.

Any provider is welcome to contact us to discuss what they can provide for our students and how we can best accommodate your support. Example activities include the November Careers Fare, World of Work Preparation for Yr10 and Yr12, Yr12 HE Discovery trip in March, Post-18 careers workshops and Mock Interviews.

Implementation

All pupils in Years 7 – 11 are offered:

Target group	Careers information, advice, guidance, and work-related education activities including financial capability, enterprise and employability	Gatsby Benchmarks
Year 7	<ul style="list-style-type: none"> • Where appropriate, access to 1:1 Careers Adviser or personal support with Adviza through referral by staff, parents, HoY or tutors. • Introduction to careers exploration - Year 7 PSHE • Development of aspirations, self-awareness, and personal development through a varied and inspiring programme of vocation week activities • Introduction to vocations in the Church – Alton Castle residential • Access to EClips (offered through Adviza when appropriate) 	<p>1</p> <p>3</p> <p>4</p> <p>8</p>
Year 8	<ul style="list-style-type: none"> • Where appropriate, access to 1:1 Careers Adviser or personal support with Adviza through referral by staff, parents, HoY or tutors. • Access to EClips (offered through Adviza when appropriate) • Option Choices • Vocation Week activities 	<p>1</p> <p>3</p> <p>4</p> <p>8</p>
Year 9	<ul style="list-style-type: none"> • Where appropriate, access to 1:1 Careers Adviser or personal support with Adviza through referral by staff, parents, HoY or tutors. • Year 9 Options Evening • Careers Adviser support at Options Evening • 1:1 support for SEN and PP students to support Option Choices. • External providers for careers fair • Careers adviser supporting vocation week • Option Choices assembly • Vocations Week Careers lessons • Careers Fair and access to employer visits • 1:1 GCSE options interviews with SLT including potential career paths (Individual careers information, advice and guidance for students) • Access to EClips (offered through Adviza) • Vocation Week Careers Activities 	<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>8</p>

Year 10	<ul style="list-style-type: none"> • Assemblies in preparation for work experience with support and guidance, managed by work experience co-ordinator • Work experience support for vulnerable or disadvantaged students. • Identified 1:1 meeting with in school Careers Adviser • EClips - Individual careers information, advice and guidance for students (offered through Adviza) • Work Experience Preparation – letter writing, CV’s, job-search skills, support in securing placements, expectations in the workplace, setting targets • Health & Safety in the Workplace • Work Experience placements • Talk/ session from Talk the Talk on presentation and oracy skills • Online work experience programme for those unable to secure placement – springboard, talks... • College Taster days for SEN and PP • Careers Fair • Mock Interviews 	<p style="text-align: center;">1</p> <p style="text-align: center;">2</p> <p style="text-align: center;">3</p> <p style="text-align: center;">4</p> <p style="text-align: center;">5</p> <p style="text-align: center;">6</p> <p style="text-align: center;">8</p>
Year 11	<ul style="list-style-type: none"> • Individual careers information, advice and guidance for all Y11 students by CA in school • Transition support and guidance SEND • PP and vulnerable groups extensive support early in year careers interviews • Interview support • Mentee programme identified and given advice on future choices • EClips - Individual careers information, advice and guidance for students (offered through Adviza) • Interview with SLT for all Year 11 students to discuss and inform about post 16 destination options • Talks on transition and taster days for sixth form • Sixth form open evening • Careers Fair • Transition support for selected students with an EHCP, PP and ‘at risk’ including college visits/tasters • 16+ Application process • National Citizen Service events talk • Higher Education Awareness – Unifrog access 	<p style="text-align: center;">1</p> <p style="text-align: center;">2</p> <p style="text-align: center;">4</p> <p style="text-align: center;">5</p> <p style="text-align: center;">7</p> <p style="text-align: center;">8</p>

Year 12 and 13	• Tutor Time Embedded Careers Lessons/Assemblies	1
	• Notified on bulletin for parents/students	
	• Careers 1-1 interviews Adviza as required	2
	• Drop-in 1-1 Careers Advice	
	• Unifrog - careers linked to subjects	3
	• UCAS applications	
	• UCAS interviews (specialism staff)	4
	• Antonio Ortega (Adviza) Apprenticeships & CV writing w/shop for non-Uni students, Follow up individual meetings	5
	• Guest Speakers: Fire Service - Careers & road safety	6
	• Apprenticeship Wk (Local ads Bulletin)	
	• National Careers Week (Bulletin)	7
	• UCAS Discovery day - Derby Arena	
	• "UCAS Open Days: Tutor time session	8
	• Website info in Bulletin for Parents"	
	• LMI Tutor time and parents' bulletin	
	• Teaching staff briefing on Gatsby Benchmarks and Curriculum links	
	• Amazon Webinar with student posts	
	• Guest Speakers: Site Architects	
• Oxford Outreach talk to A/A* Oxbridge/Russell		
• Communications and Interview workshop Mrs Cosgrove		
• Dematics Manager & Apprenticeship & Adviza Assembly		
• Your Options after BGN booklets tutor time		
• Yr12 Work experience In Person		
• Yr12 Virtual Work Experience (Springpod via OxLEP)		
• Parents' evening Post 18 Choices		
• Yr12 Futures day Uni talks: Birmingham, Coventry, Northampton		
• Futures Careers talk for parents		
• Push talk - Employability skills		

Gatsby Benchmarks:

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

Impact

Last recorded data, shows destinations to be above both national and local averages.

- 99% of year 11, cohort summer 2022, went on to further education or apprenticeships.
- 98% of year 13, cohort summer 2022, went on to higher education, further education or alternate provision.

Year 11 destinations: <https://www.find-school-performance-data.service.gov.uk/school/141146/blessed-george-napier-catholic-school-and-sixth-form/secondary>

Year 13 destinations: <https://www.find-school-performance-data.service.gov.uk/school/141146/blessed-george-napier-catholic-school-and-sixth-form/16-to-18>

Regular reflection has ensured that the careers programme is keep up to date and relevant, year by year. This includes the reworking of the careers programme, considering the Gatsby Benchmarks and feedback from staff and students, in addition making use of new resources when relevant.

Any provider wishing to access or provide IAG to our students as part of our careers programme will be supported by our teaching staff throughout their visit and never left unattended. We will make available appropriate resources to support provider presentations, which will be discussed and agreed in advance to ensure material meets our quality assurances and security measures.

Providers are welcome to leave copies of their prospectuses or course literature and we will distribute them to relevant students and have them available in our careers library (LRC).

Students can make use of our careers library (LRC) to access this information or will be provided relevant information in their career's guidance interviews.

We can promote and distribute details of careers and apprenticeship literature and vacancies to all relevant students through direct email, through year tutors or promotion in our newsletter.

Approval and Review

Head Teacher: Niamh Dolan

Signature:

Date:

Date of Next Review: March 2023