

Oasis Academy Brightstowe Careers Policy

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Mission Statement

Oasis Academy Brightstowe believes one of its fundamental purposes is to support all students in learning about, preparing for and making informed decisions about the world of work and their own career pathways. All aspects of school life should play a part in developing students' skills, knowledge, interests, and personal qualities – all of which help lead to an appropriate career pathway. We also believe that a structured programme of learning and opportunities are needed to help students do this successfully.

Students at Brightstowe will experience accurate, impartial, and focussed careers information and advice through a bespoke careers programme. Using an inclusive approach, this programme is designed to combine real world experiences with guidance from expert figures in community, industry, and educational sectors. This is to ensure that students have the knowledge and understanding to manage and achieve their lifelong ambitions. The programme, which is student centred, is integrated into the whole curriculum and is based on a partnership with students, their parents/carers and the local community.

Statutory Guidance

The programme has been developed in line with and to meet the requirements of the Department for Education statutory 'Careers guidance and access for education and training providers 2021'.

OCL Careers Guidance Policy 2023

DfE Careers Guidance and access for education and training providers of January 2018 references statutory duty of Section 42A of the Education Act 1997, which requires governing bodies to ensure that all registered students at the school are provided with independent careers guidance from Year 8 to Year 11.

Careers guidance must:

- Be presented in an impartial manner.
- Include information on the full range of post-16 education or training options, including apprenticeships and technical education routes.
- Promote the best interests of those to whom it is given.

Oasis Academy Brightstowe adheres to the **Provider Access Legislation** and ensures that students have access to independent advice and opportunities to progress to other providers.

Gatsby Benchmarks

Benchmark	Requirement
1. A stable careers programme	Oasis Academy Brightstowe has an embedded programme of careers education and guidance that is known and understood by all stakeholders.
2. Learning from careers and labour market information	Oasis Academy Brightstowe provides access for students and parents to good quality information about future study options and LMI.
3. Addressing the needs of individuals	At Oasis Academy Brightstowe all students have careers advice and guidance tailored to their needs.
4. Linking curriculum learning to careers	Oasis Academy Brightstowe provides students with opportunities to understand how what they study links to future careers.
5. Encounters with employers and employees	Oasis Academy Brightstowe provides students with various opportunities to learn from employers about work, employment, and employability skills.
6. Experience of the world of work	Oasis Academy Brightstowe provides opportunities for students to experience the world of work through workplace visits, work shadowing and/or work experience.
7. Encounters with further and higher education	Oasis Academy Brightstowe provides students with opportunities to understand Post-16 options, including both academic and vocational routes. They have the opportunity to meet a variety of providers.
8. Personal guidance	Oasis Academy Brightstowe offers the opportunity for 1-1 guidance interviews, which are conducted by a trained careers professional.

We work in partnership with the West of England Careers Hub to track progress against the Gatsby Benchmarks three times per year. Benchmark grades below:

Compass	1	2	3	4	5	6	7	8
Nov 23	100%	100%	100%	100%	100%	100%	100%	100%
March 24	100%	100%	100%	93%	100%	100%	100%	100%
June 24	100%	100%	100%	100%	100%	100%	100%	100%

Next Review date of policy: September 30th2024.

Partnerships

Our curriculum provision is greatly enhanced through links with several Post-16 providers and universities (SGS College, North Bristol Post-16, City of Bristol College, St Bede's Catholic College, Redmaid's High School, Collegiate School, University of Bristol, UWE), employers, apprenticeship schemes, visiting speakers and visits to STEM events and places of work. We constantly strive to expand and improve links with local groups and work closely with the Southwest Careers Hub to ensure our delivery is as relevant and up to date as possible.

Delivery and Content

CEAIG is delivered through PD lessons, assemblies, targeted interventions, mock interviews, college/university partnership visits, bespoke programmes such as Realising Talent and Future Quest, employer presentations and through subject teachers within their own curriculum.

Careers advice and individualised provision is also available during Parent Information Evenings, Options evenings, and results day. Students in Year 10 also participate in work experience and all students in KS4 receive at least one careers interview with an impartial Careers Advisor. Students also participate in mock interviews with employers, industry leaders and business owners from the local community.

A key tool we use to deliver our careers programme is Grofar. Students can build a portfolio of skills, set career goals and use a CV builder tool.

Monitoring, review, evaluation, and development of CEAIG

The senior team and Vice Principal who had oversight of CEAIG, review the provision on an annual basis, ensuring that it meets statutory requirements.

CEAIG is discussed fortnightly in line management meetings, example agenda being evaluation of visits, work experience, use of the Compass Tool and student destinations.

Feedback on the effectiveness of the CEAIG programme is sought through student surveys, parent questionnaires and destinations data. Resulting action points are then collated and used to evaluate and inform next year's delivery.

Our regular meetings with West of England Careers Hub ensure that we remain focussed in delivering the best possible outcomes for our pupils with regards to CEIAG.

Current CEIAG offer at Oasis Academy Brightstowe.

Year group	What's on offer
Year 7	Access to careers fayre M&G Enterprise Challenge
Year 8	CEIAG through the PD curriculum Access to careers fayre Girls in STEM Languages Festival at Bristol University
Year 9	CEIAG through the PD curriculum Access to careers fayre Extended work-related skills project with AMEY University visit to UWE
Year 10	CEIAG through the PD curriculum Access to careers fayre Mock Interviews Individual Careers Meetings Support with college/apprenticeship applications. Work related skills project with AMEY. WEX week (external placements and virtual WEX for onsite pupils/industry workshops) Oxford University visit Oxford University assembly Apprenticeship assembly
Year 11	CEIAG through the PD curriculum Access to careers fayre Individual Careers Meetings Support with college/apprenticeship applications. Support with scholarship interviews. Redmaid's Taster Day Realising Talent with Bristol Works