



The Radclyffe School
“Working Together for Excellence”

CAREERS PROGRAMME INFORMATION

(INLCUDING INFORMATION, ADVICE AND
GUIDANCE)

Approved by	Local Governing Committee
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1. Rationale

High quality careers education and guidance in school is critical to young people's futures. It helps to prepare them for the workplace by providing a clear understanding of the world of work including the routes to jobs and careers that they might find engaging and rewarding. It supports them to acquire the self-development and career management skills they need to achieve positive employment destinations. This helps students to choose their pathways, improve their life opportunities and contribute to a productive and successful economy.

As the number of apprenticeships rises every year, it becomes increasingly important that all young people have a full understanding of all the options available to them post-16 and post-18 including wider technical education options such as T-Levels and Higher Technical Qualifications.

The Radclyffe School meets its legal duties under **Section 42A** of the Education Act 1997 (careers guidance), **Section 42B** (provider access), and the **Careers Guidance in Schools, Colleges and Sixth Forms Statutory Guidance (DfE, 2025)**.

This policy should be viewed alongside our Provider Access Policy for further details.

2. Commitment & Aims

Through an effective core curriculum, careers curriculum, working alongside advisors, external agencies and careers exhibitions, the aim is to ensure that all young people have the knowledge they need to make informed choices about their future. At The Radclyffe School, no particular education or training route (academic, technical or vocational) will be promoted over another.

The Radclyffe School is committed to providing an impartial, well-planned and resourced programme of Careers Education, Information and Guidance (CEIAG) that demonstrates progress in relation to the Gatsby Benchmarks which define what world class careers provision in education looks like and provide a clear framework for organising the careers provision. The Radclyffe School is committed to maintaining a 100% Gatsby compliance score.

The 8 Gatsby Benchmarks are:

1. A stable careers programme
2. Learning from careers and labour market information
3. Addressing the needs of each student
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

3. Student Entitlement

Our curriculum overview is available to view for Y7-11 and parents and students are able to see how our provision is mapped against each of the Gatsby Benchmarks. This will be updated as careers provision is delivered and tailored to meet the needs of all students as well as reflecting changes in the local and national labour markets.

Students, parents and carers can also request to view their child's careers record which is tracked through the Compass+ platform

Our CEIAG programme is delivered through:

- A sequential Personal Development curriculum which provides opportunities for students to engage with the world of work
- Carefully sequenced subject curriculum plans linking careers to the curriculum
- Annual Industry Days for Students in Y7-9 giving students a strategically planned programme of access to education, employment and training opportunities.
- Individual Careers Guidance supplemented by the school to provide all students access to personalised 1:1 support
- Learning streams across The Big Idea Personal Development Framework (including assemblies & PLG curriculum)
- An extensive and wide-ranging offer of additional enrichment and educational visits
- A work experience programme in Year 10
- Mock Interviews with employers
- In-school and locally led Careers fair events
- 'Taster Days' at partner institutions (including OSFC, Oldham College)
- Specialist and targeted bespoke pathways where appropriate (including for students with SEND / complex needs)

The Radclyffe School has extensive links with external agencies such as The Careers and Enterprise Company and other local college and training providers to ensure our young people make the right choices for them at post 16.

Students at The Radclyffe School will find out about potential future careers, have an awareness of labour market information and changes that are taking place on a local, national, and international level in relation to employment opportunities.

Through our universal and targeted approach, students will find out about the range of routes available to them, including reference to apprenticeships, T-Levels, and other post 16 options. Crucially students will have the knowledge, skills and understanding to be able to take those next steps successfully.

4. Partnerships

The Radclyffe School has a number of partnerships with a variety of organisations to support the implementation of CEIAG. These include:

- Positive Steps
- The Careers and Enterprise Company
- Local colleges
- Young Enterprise
- Mahdlo Youth Zone
- Former students 'Alumni Network' from across the Cranmer Education Trust schools
- Training Providers
- Universities

5. Monitoring the Impact of Provision

The careers programme is continually assessed and monitored in line with whole-school quality assurance procedures, to ensure that it is meeting the statutory requirements for CEIAG.

The Associate Assistant Headteacher leads, and quality assures the provision of CEIAG across the school, liaises with the relevant outside agencies and works with curriculum leaders to ensure aspects of their curriculum give an insight into real-world career paths.

The success of our programmes will also be assessed through quantitative measures which will include:

- % in full time education post 16
- % in full time training or apprenticeships
- % NEET (not in education, employment, or training)
- Progress 8 figures
- English and Maths at 9-4 and 9-5
- Attainment 8

Data will be benchmarked nationally and analysed for key groups (PP, SEND, CLA).

6. SEND Provision

The careers programme is designed to be fully accessible for students with **SEND**, including those with EHCPs. Personal guidance, work experience, information, events and transition planning are adapted to meet individual needs in partnership with the SEND team and external agencies.

7. Links with other policies

It supports and is underpinned by key school policies including the Provider Access Policy, Child Protection, Equality and Diversity, and SEND.

8. Roles, Responsibilities & Contact Information

Associate Assistant Headteacher & Careers Leader: Mr D. Corrigan – strategic leadership, Gatsby tracking, Compass+, provider liaison

Associate Assistant Headteacher (Transition): Miss M. Whybrow – supports with successful transition to post-16 placements.

SLT Line Manager: Miss M. Bennett (Deputy Headteacher)

Local Governance Committee: Holds the school to account for statutory compliance

Subject Leaders: Embed careers learning into curriculum plans

External Careers Adviser: Delivers independent 1:1 guidance

Employers/Providers: Deliver impartial encounters in line with PAL

Requests for further information regarding Careers should be directed to Mr. Corrigan, Associate Assistant Headteacher. Mr. Corrigan may be contacted by telephone or email, dcorrigan@theradclyffeschool.co.uk or 0161 622 3200

9. Monitoring Review and Evaluation

This policy is monitored and evaluated by the **Senior Leadership Team** and the **Local Governing Committee**. It is **reviewed annually** by the Careers Leader and presented to the governing body for approval, in line with the DfE statutory guidance on careers guidance and provider access.

The policy is available to students, parents, staff and providers on the school website in line with statutory requirements under Section 42B of the Education Act 1997

Appendix A: Providers who have been invited into The Radclyffe School

Below provided as an example

- The Manchester College
- Oldham Sixth Form College
- Oldham College
- Hopwood Hall
- Bluecoat Sixth Form
- Xaverian College
- ASK Apprenticeship
- Learn to Earn
- RGM Recruitment Specialists
- KPMG
- Wilmott and Dixon
- NHS
- Greater Manchester Police Force
- Army
- RAF
- Oldham Enterprise Trust
- KOOTH
- Enigma
- Nando's
- Sacha Lord: Park Life
- Bentley Motors
- White Rose Beauty College
- Northern Care Alliance
- National Highways
- SETA Training
- Oldham Community and Leisure

Appendix B: How The Radclyffe School delivers provider encounters (Years 7–11)

The school offers the six provider encounters required by law and a number of additional events, integrated into the school careers programme that provides an opportunity for providers to come into school to speak to pupils and/or their parents/careers:

	Autumn Term	Spring Term	Summer Term
Year 7	<p>Linnet Clough Team Building (GB4)</p> <p>TRS Experience lesson (GB1)</p> <p>Independent Careers Adviser Break and lunch time drop ins (GB8)</p>	<p>PGL Residential (GB4)</p> <p>TRS Experience lesson (GB1)</p> <p>Independent Careers Adviser Break and lunch time drop ins (GB8)</p> <p>National Careers Week x 5 employer encounters (GB 5 and 6)</p> <p>National Apprenticeship Week Activities (GB5 and 6)</p>	<p>Manchester University Gateway Visit (GB7)</p> <p>UK Parliament and Westminster Trip (GB 6)</p> <p>Independent Careers Adviser Break and lunch time drop ins (GB8)</p> <p>Year 7 Industry Day (GB5, 6 and 7)</p>

<p>Year 8</p>	<p>Edge Hill University (GB7)</p> <p>Independent Careers Adviser Break and lunch time drop ins (GB8)</p>	<p>Oldham Sixth Form College Visit (GB7)</p> <p>Manchester University Gateway Visit (GB 7)</p> <p>National Careers Week activities x 5 employer encounters (GB5 and 6)</p> <p>National Apprenticeship Week Activities (GB5 and 6)</p> <p>Careers Lessons 1-6 (GB1)</p> <p>Independent careers adviser present at parents evenings (GB 8)</p> <p>Year 8 Industry day (GB 5, 6 and 7)</p>	<p>UK Parliament and Westminster visit (GB 6)</p> <p>Independent Careers Adviser Break and lunch time drop ins (GB8)</p>
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<p>Year 9</p>	<p>University assembly (GB7)</p> <p>Independent Careers Adviser Break and lunch time drop ins</p> <p>Learn to Earn (GB5 and GB6)</p> <p>Careers Fair (GB5, 6 and 7)</p>	<p>Oldham Sixth Form College visit (GB7)</p> <p>National Careers Week activities x 5 Employer encounters (GB5 and 6)</p> <p>National Apprenticeship Week Activities (GB5 and 6)</p> <p>Interviews with independent careers advisers from positive steps (GB 8)</p> <p>Year 9 Industry Day (GB5, 6 AND 7)</p> <p>Key Stage 4 Options Evening (GB7)</p>	<p>Oldham Sixth Form College (GB7)</p> <p>Independent Careers Adviser Break and lunch time drop ins</p>
<p>Year 10</p>	<p>Manchester University (GB7)</p> <p>Oldham Sixth Form College Taster day (GB7)</p> <p>Edge Hill University (GB7)</p> <p>Independent Careers Adviser</p>	<p>Mock Interviews (GB8)</p> <p>GM Higher Project (GB7)</p> <p>Varsity Project with GM Higher and Oldham Sixth Form College (GB7)</p> <p>National Careers Week activities x 5 Employer encounters (GB 5 and 6) National</p>	<p>Oldham Sixth Form College Taster Day (GB7)</p> <p>Oldham College Taster Day (GB7)</p> <p>Work Experience (GB6)</p> <p>Independent Careers Adviser meeting (GB8)</p>
	<p>Break and lunch time drop ins</p>	<p>Apprenticeship Week Activities (GB5 and 6)</p>	<p>UK University and Apprenticeship fair (GB7)</p>

<p>Year 11</p>	<p>UK University and Apprenticeship Fair (GB7)</p> <p>OSFC Medicine and Law talks (GB7)</p> <p>GM Higher Project (GB7)</p> <p>Careers Fair (GB5, 6 and 7)</p> <p>Post 16 Personal Development Lesson Visits (GB3 and GB7)</p> <p>Independent Careers Adviser meeting (GB8)</p>	<p>Doctor / Nursing Manchester University (GB7)</p> <p>National Careers Week activities x 5 Employer encounters (GB 5 and 6)</p> <p>Independent Careers Adviser meeting (GB8)</p> <p>College Transition Visit (GB7)</p> <p>Independent Careers Adviser follow up appointments after the GCSE Exam results are published (GB8)</p>	<p>Independent Careers Adviser meeting (GB8)</p> <p>College Transition Visit (GB7)</p> <p>Independent Careers Adviser follow up appointments after the GCSE Exam results are published (GB8)</p>
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