



Careers and Work Placement Policy Scott Medical and Healthcare College

Statement of intent

We want to put careers in medicine, healthcare and related industries at the heart of what we do and give all young people who come to Scott College the best healthcare careers programme in England. We will provide leading opportunities to be successful in gaining employment, university places and apprenticeships.

Introduction

Scott Medical and Healthcare College has high quality careers advice and guidance, to support our aspirational and focussed students. The advice and guidance is developed throughout a student's time at Scott College with the primary aim of making them highly attractive medical, healthcare, social care or other undergraduates, employees or apprentices.

Aims and purpose

- We will prepare students for the transition to life beyond Scott College as successful young adults who contribute to their economy. Destinations include higher education, apprenticeships and the workplace.
- We support students in making informed decisions which are suitable and ambitious for them including alternative routes into the most competitive courses and professions.
- Through our curriculum we provide students with well-rounded education and wider experiences. We enable students to develop characteristics including; leadership, organisation, resilience, initiative and communication.
- We inspire and motivate students to develop their aspirations and expose them to a range of opportunities that they might otherwise not be aware of.

This policy summarises the statutory guidance and recommendations. It outlines the provision of careers education, work experience and work placement.

Statutory requirements and recommendations

Our Careers programme follows local, regional and national frameworks for good practice and other relevant guidance, such as: Section 19 Education Act (2011), The Technical and

Further Education Act (January 2017), Careers strategy: making the most of everyone's skills and talents (December 2017), Careers guidance and access for education and training providers: Statutory guidance for governing bodies, school leaders and school staff (January 2018); the Career Development Institute and the Gatsby benchmarks for good career guidance.

Scott College in line with all academies will give education and training providers the opportunity to talk to students about approved technical qualifications and apprenticeships. Further information relating to this is set out in our Provider Access policy on our website.

Reflecting the demographic of the healthcare profession, 70% of Scott College students are young women, we take on board the recommendations from the 'Girls' Career Aspirations', Ofsted Report is also used to guide our careers provision recommendations include:

- to ensure that young people have a better understanding about career choice, subsequent progression and its impact on their long term earnings
- to develop better, and more carefully planned opportunities for young women to meet professionals working in non-stereotypical roles, and to learn more about what such work entails
- to strengthen the knowledge and understanding of staff about the wide range of progression routes available so that young women can make informed choices
- to link the contents of lessons and skills to be developed to career opportunities
- to consider ways in which mentoring could be used to help support young women in overcoming barriers to achievement.

Clubs, Speakers, Masterclasses and Trips

Scott College support students in developing their understanding of a range of different subjects and increase their employability. A list of extra-curricular clubs and a summary of trips, masterclasses and speakers is available on the school website and Facebook page. Our programme of talks, master classes and guest speakers are programmed to happen at least ten times each year for each year group.

Our students will all visit a university at least once per year, they will have an opportunity to experience Operating Theatre Live in each key stage. They will have the opportunity to visit a professional sports event and a professional arts event.

The talks take place across a range of medical and healthcare careers that inspire and motivate young people. These include demonstrations, training on our specialist equipment in school and small group question and answer sessions with senior professionals. These are offered to all students and include higher level apprenticeships. These are recorded by our Workplacement Coordinator

All students have access to the careers information on their year group Google Classroom. External opportunities are promoted to students through the Google Classroom. Students record their careers, employment and work placement activity on their 'student tracker'.

Students with Special Educational Needs or Disabilities (SEND): Transition from key stage 4 to 5 and on to further and higher education is part of our plan for a student with SEND. Personalised support from the SENCO, careers advisor and external bodies is used where appropriate.

Students entitled to Pupil Premium funding will receive personalised support from their personal coach and will be given the additional support they need.

Careers Advisor

At Scott College, there is an independent Careers Advisor, provided by Careers South West, who works alongside the Deputy Headteacher with responsibility for careers and the Workplacement Coordinator.

At Key Stage 4

In Year 9

- One-to-one careers discussions with the Personal Coach informs individual Careers Plans that each student records in their 'student tracker'.
- Students experience real medical environment in Operating Theatre Live
- Year 9 students will meet and hear from a minimum of 10 speakers across a range of health care professions, including details of entry to the profession, pay and workforce demand
- Students will visit at least one university in Year 9
- Students will research employment marketplace as part of the step into the NHS competition
- Students take part in a Year 2 Undergraduate Dentist student enquiry project
- Students will lead primary age students and introduce them to healthcare careers through the widening horizons project.

In year 10

- One-to-one careers discussions with the Personal Coach informs individual Careers Plans that each student records in their 'student tracker'.
- Year 10 students will meet and hear from a minimum of 10 speakers across a range of health care professions, including details of entry to the profession, pay and workforce demand
- Students will prepare for work placement, writing CVs and letters of applications and securing a work placement
- Students will undertake a work placement for one week at the start of July

- Students will take part in preparation for work placement lessons
- Students will explore labour market awareness through project based learning.

In year 11

- The options programme for Year 11 supports their A Level and Btec choices supporting their future aspirations
- Year 11 students are given impartial advice and guidance on post-16 education, employment and training and apprenticeship options
- Year 11 students will meet and hear from a minimum of 10 speakers across a range of health care professions, including details of entry to the profession, pay and workforce demand
- The curriculum in Year 11 covers economic well being, active citizenship and charity fundraising
- Students continue to explore labour market awareness for the wider health sector through Project Based Learning
- Students who might require BMAT and UKCAT experience in the future have access to professional taught courses and regular practice sessions.

Across the key stage;

A number of students will complete the Duke of Edinburgh Award. The majority of students participate in the Bronze Award. Many students participate in the Silver Award.

Extra-curricular clubs and trips support students in developing their understanding of a range of healthcare professions and university courses.

Students will have developed financial capability, presentation and interview skills through the Project Based Learning programme.

Key Stage 5

There is a range of support for university applicants through:

- A Higher Education support through the tutor programme
- Student are encouraged to visit university open days, masterclasses, taster courses and summer schools at a variety of universities
- The Extended Project Qualification (EPQ) helps develop invaluable research and independent learning skills which are central to higher education
- Dedicated staff to support students with the UCAS process. Students have support tailored to their application from their form tutor and the Sixth Form team.
- Interview preparation, presentation practice and workshops
- Preparation for aptitude and pre-admissions test including UKCAT and BMAT
- Sixth Form students undertake work placement to support their university, employment and apprenticeship applications
- Students take part in the DofE Award Silver and Gold
- Financial management and preparation for working life

Alumnae

Alumnae return as guest speakers and share their profession, career path and education with current students. Alumnae speak at KS4 and KS5 Open and Celebration Evenings.

Work Experience and Placement

The aim of work experience (year 10) is to provide an opportunity for all students to learn in the workplace; an experience that cannot be replicated in school.

All students have one weeks' work experience in the July of Year 10, this is a compulsory part of the curriculum.

Students are encouraged to arrange their own work experience. The WEC advertises work experience opportunities to students through Google Classroom. Scott College has links with many major healthcare and care professions and organisations supported by our employment partners and governors.

Parents are informed and communicated with throughout the process and a work experience agreement form and work experience information form are completed.

All students on placement are covered by the employers' insurance and places of work are risk assessed by EBP.

Work Placements for Sixth Form Students

All students undertake a work placement for one day each week. Students are supported in their applications through our Workplacement Coordinator.

Work Placements are recorded on the student workplacement tracker.

Opportunities for workplacements are promoted through the Google Classroom and at student assemblies.

Approved by:	Martyn Cox	Date: 25/01/2018
Last reviewed on:	6/2/2019 (Local Governing Board)	
Next review due by:	Spring 2021	