



# Grange Academy

Belong • Believe • Achieve

**Article 2:** All children have these rights, no matter who they are, where they live, what their parents do, what language they speak, what their religion is, whether they are a boy or girl, what their culture is, whether they have a disability, whether they are rich or poor. No child should be treated unfairly on any basis.

**Article 3:** All adults should do what is best for you. When adults make decisions, they should think about how their decisions will affect children.

**Article 23:** You have the right to special education and care if you have a disability, as well as all the rights in this Convention, so that you can live a full life.

## Careers Education, Information, Advice and Guidance

**Policy Status:** Statutory

**Review Cycle:** Annually

**Owner:** Angela Morris  
Deputy Headteacher

**Date:** March 2026

**Approved by:** Local Governing Body (LGB) **Date:** March 2026

**Review Date:** March 2027

## **Introduction**

Grange Academy aim to fully prepare our young people for life beyond school. This policy sets out the school's arrangements for managing the access of providers to the pupils at the school, for the purpose of giving them information about local provider's education and training offer. This complies with the school's legal obligations under section 42B of the Education Act 1997.

It is important that when pupils leave Grange Academy, they are aware of themselves as individuals and of the opportunities available to them. We want to ensure that our pupils feel confident and empowered to make decisions about their next steps into the world of training, learning and voluntary or paid work.

Our intention is to inspire and provide exciting opportunities for our pupils and encourage them to be ambitious in the next stage of their lives. Our careers guidance and development programme provides personalised information, advice and guidance and addresses the needs of each individual student.

The school reserves the right to refuse requests for access at their discretion if we feel that a request would be detrimental to the safety or wellbeing of children or staff, or if granting the request would be likely to bring our school or the Trust into disrepute.

Grange Academy has signed up to work with South Midlands Careers Hub the area's local enterprise partnership provider and have been successfully matched with a Careers Consultant. By working together with the Enterprise Advisor, Grange Academy we hope to further enrich and increase the number of meaningful workplaces experiences that pupils encounter.

## **Context**

Grange Academy works in partnership with BILTT schools to deliver a planned, progressive programme of activities for pupils. We have a qualified careers advisor who meets with all year 10 and 11 pupils to ensure that they have a bespoke aspirational forward journey plan. Any advice given is shared with parents and post 16 placements.

We place high importance on giving our pupils real-life insights into the workplace and are developing strong links with local colleges and training providers. Our aim is that before a pupil leaves year 11 they have had at least 4 meaningful encounters with an employer or employee.

We continue to develop links with local businesses with the help of our Careers Advisor and South Midlands Careers Hub. It is important for our pupils to engage with employers and gain an insight and understanding of the skills needed within employment. As part of the careers guidance and development programme we will invite employer representatives and inspirational speakers in to talk to our pupils and where opportunity arises, we will take pupils on trips to skills/job fairs and local workplaces. Alongside this we will endeavour to provide extra-curricular opportunities and workshops to encourage our pupils to explore different career options.

## **Targeted support for vulnerable and disadvantaged young people**

As a MLD Special School many of our pupils will require targeted support in order to achieve their full potential. Our staff have high aspirations for our pupils and will focus on their self-exploration and awareness in order for pupils to also have high aspirations for themselves. We will explore post 16 options with all our pupil's in different subject areas, during form times and in annual EHCP meetings. If appropriate we will host a parent information evening and invite local colleges and providers in to share relevant information otherwise, we will arrange bespoke visits for individual pupils and their families. Our Careers Lead work closely with year 10 and 11 pupils and parents on tailored careers plan to help pupils to make informed decisions.

## Our intention

We will:

- ensure that each pupil receives individual personal guidance
- ensure that before a pupil leaves year 11 they will have had at least 4 encounters with an employer/employee.
- ensure that pupils during school years 8 to 13 have at least 6 opportunities to meet a range of providers of approved technical education qualifications and apprenticeships.
- as per the Baker's Clause, we will, where appropriate, talk to pupils from year 8 onwards about opportunities for post 16 education. We will ensure that all children in year 10 and 11 are provided with opportunities to find out about educational qualifications and apprenticeships, as part of a careers program which provides information on the full range of education and training options.
- ensure that pupils receive and know how to research career and labour market information.
- ensure that careers are linked throughout the curriculum.
- ensure that pupils are aware of the opportunities available for them to participate in education/training after 16, including academic and technical courses.
- meet with pupils, parents/ carers, and Borough transition team to plan post 16 opportunities from year 11 in all EHCP review meetings and to ensure that parents are aware of how to apply for places.
- use career websites with pupils such as National Careers Service website and industry specific websites.
- work with outside agencies providing career Information, guidance, and advice to the year 11 pupils.

## Opportunities for success

| Year    | Autumn Term                                            | Spring term                                            | Summer term                                                                                                                                           |
|---------|--------------------------------------------------------|--------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------|
| Year 8  | Life skills in the curriculum                          | Life skills in the curriculum                          | Life skills in the curriculum                                                                                                                         |
| Year 9  | Life skills in the curriculum                          | Life skills in the curriculum                          | Life skills in the curriculum                                                                                                                         |
| Year 10 | Life skills in the curriculum                          | Life skills in the curriculum                          | Life skills in the curriculum<br>Targeted assemblies<br>Targeted work in Form Time<br>Work experience<br>Post 16 information                          |
| Year 11 | Life skills in the curriculum<br>Work related learning | Life skills in the curriculum<br>Work related learning | Life skills in the curriculum<br>Targeted assemblies<br>Targeted work in Form Time<br>Post 16 information<br>Work experience<br>Work related learning |

## Monitoring, evaluating, and improving

Recent research from South Midlands Careers Hub has shown that if a pupil has 4 meaningful encounters with an employer then they are 86% less likely to become NEET. We will complete a termly Gatsby Self Analysis which shows in detail how our strategy is being delivered to the pupils. In addition to this, we will gather and analyse feedback from questionnaires from pupils, parents, and external agencies on the Careers provision.

Pupil and parent views are gathered on a regular basis through EHCP meetings and in conversations with the Form Tutor to discuss opportunities and courses available to pupils post 16. The success of our careers guidance program will be judged on how well our pupils can talk about their aspirations, different jobs and roles within career paths and also on how many pupils continue with their studies and are accepted on the courses that will help them to progress towards their chosen career path.

### **Respect, openness, and honesty**

At Grange Academy we treat everyone with respect. It is important to listen to the interests and aspirations of our young people and give impartial and confidential advice. We will work to prevent all forms of stereotyping in the advice and guidance and ensure that boys and girls from all backgrounds consider the widest possible range of careers.

Providers are welcome to leave a copy of their prospectus or other relevant course literature with the school office. Please contact the Careers Leader Miss Williams through the school office if you wish to discuss opportunities to support or visit the school.