

CAMS HILL SCHOOL CAREERS HANDBOOK



Included within:

Careers Statement

Provider Access Policy

Destinations Data

Outline of Careers Provision

Statutory

Date Created: 5 February 2025

*(to replace the Careers Policy created February 2024 &
the Provider Access Policy Statement created May 2028)*

Review Period: Annually

Last Reviewed: N/A

Ratified by Governors: N/A

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Cams Hill School Careers Statement

The importance of careers education and guidance

“High quality careers education and guidance in school or college 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.”

Careers guidance and access for education and training providers (publishing.service.gov.uk) January 2023

Careers Vision – what matters for our pupils?

Cams Hill School is committed to ensuring all our pupils have appropriate access to a planned programme of activities which aim to help them plan their Next Steps (post-16 destinations and career pathways). The main goal for our pupils’ career development is for them to know all the options available to them when they leave Year 11. Not just limited to their immediate future i.e. college/sixth form/apprenticeship but also further progression onto Higher Education and/or employment. We aim to support pupils by showcasing a range of careers and options with the help of local colleges, employers and universities.

Entitlement – what opportunities are available to pupils?

Careers education and guidance at Cams Hill School has been developed to best support pupils in making informed decisions about their future. Pupils have the opportunity to meet with various professionals to find out about the changing world of work and also explore the options open to them at every stage of their education.

We enrich our pupils’ careers education through visits, guest speakers, in-class activities and individual support to ensure they are equipped with the tools and confidence they need to feel prepared and excited for their futures.

Through our offer, by the end of KS3, all pupils will be able to make an informed decision on their post-14 options and understand how this may influence their post-16 choices. By the end of KS4, pupils should have been exposed to experiences of the workplace and have an understanding of what is expected from them in the workplace, as well as understanding the local labour market information (LMI). Events will run on a rolling basis to inform pupils of post-16 options. These may be run by employers, sixth form or technical colleges and apprenticeship providers. Pupils should have a wide and thorough understanding of the post-16 options and be able to make an informed decision as to their own post-16 route. They should also understand the application process for colleges, apprenticeships and alternative routes. Careers advice and support with applications will be available at all times of the year to support pupils in this process.

Parents and carers will play a vital role in the pupils’ learning and we are committed to ensuring that they are aware of the evolving landscape of post-16 provision via the Year 9 Options Evening, Year 11 Next Steps Evening, KS4 Understanding Post-16 Pathways Evening and optional attendance at careers appointments.

Gatsby Benchmarks

The Gatsby Benchmarks provide a clear framework for organising the careers provision at Cams Hill School. Along with Provider Access Legislation, they have been accepted as best practice by the Government and it is the responsibility of Cams Hill School to oversee the implementation of these Benchmarks:

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of every pupil
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

Review

Cams Hill School uses a range of methods to evaluate and review this provision including Compass+, Next Steps data (Hampshire Futures), pupil and parent/carer feedback.

Provider Access Policy

This policy statement sets out the school's arrangements for managing the access of providers to the school for the purpose of giving information about the provider's education or training offer. This complies with the school's legal obligations under Section 42B of the Education Act 1997.

Pupil Entitlement

Through the Skills and Post-16 Act 2022 the Government introduced a requirement for a minimum of six provider encounters between Years 8 to 13. Pupils are entitled to:

- Find out about technical education qualifications and apprenticeship opportunities, as part of a careers programme which provides information on the full range of education and training options available at each transition point.
- Hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships – through options events, assemblies and group discussions, and taster events.
- Understand how to make applications for the full range of academic and technical courses.

Cams Hill School will act impartially, in line with their statutory duty, and not show bias towards any route, be that academic or technical. We will promote a full range of technical options via the following:

- Two encounters for pupils during the 'first key phase' (Year 8 or 9) that are mandatory for all pupils to attend – to take place any time during Year 8 or between 1 September and 28 February during Year 9.
- Two encounters for pupils during the 'second key phase' (Year 10 or 11) that are mandatory for all pupils to attend – to take place any time during Year 10 or between 1 September and 28 February during Year 11.

One encounter is defined as one meeting/session between pupils and one provider. Cams Hill School is committed to providing meaningful encounters to all pupils. This will be achieved through assemblies, in-class visits and other planned activities where available.

Meaningful online engagement is also an option, and we are open to providers that are able to provide live online engagement with our pupils.

These provider encounters will be scheduled during the main school hours and the provider will be given a reasonable amount of time to, as a minimum:

- Share information about both the provider and the approved technical education qualifications and/or apprenticeships that the provider offers.
- Explain what career routes those options could lead to.
- Provide insights into what it might be like to learn or train with that provider (including the opportunity to meet staff and pupils from the provider).
- Answer questions from pupils.

Examples of what these encounters may look like are:

	Autumn term	Spring term	Summer term
Year 8		City of Portsmouth College Assembly (A-Level & Vocational qualifications) South Hampshire College Group Assembly (Technical & T-Level qualifications)	
Year 9		City of Portsmouth College Assembly (A-Level & Vocational qualifications) South Hampshire College Group Assembly (Technical & T-Level qualifications)	No encounters – encounters must have taken place by 28 February
Year 10	PETA Assembly (Apprenticeships) South Hampshire College Group Assembly (Technical & T-Level qualifications)	Barton Peveril Assembly (A-Level provider) Future Skills Day	Off-site College Taster Day
Year 11	Barton Peveril and Peter Symonds Assemblies (A-Level Providers) PETA Assembly (Apprenticeships) South Hampshire College Group Assembly (Technical & T-Level qualifications) Next Steps Fair (Various Post-16 providers)	City of Portsmouth College Assembly (A-Level & Vocational qualifications)	No encounters – encounters must have taken place by 28 February

Management of provider access requests

Procedure

A provider wishing to request access should contact the Careers Team.

Email: careers@camshill.com Telephone: 01329 231641

Opportunities for access

The school offers the four provider encounters required by law and a number of additional events, integrated into the school careers programme. We will offer providers an opportunity to come into school and speak to pupils or their parents or carers.

Please speak to our Careers Team to identify the most suitable opportunity for you.

Premises and facilities

The school will make the events hall, classrooms or private meeting rooms available for the discussions between the provider and pupils, as appropriate to the activity. The school will also make available AV and other specialist equipment to support provider presentations. This will all be discussed and agreed in advance of the visit with the Careers Team or member of SLT.

Providers are welcome to leave their literature in the Careers Office where it will be made readily available to pupils.

Partnerships

We work with a range of partners to deliver the careers programme, these include:

- **Hampshire Careers Hub and the Careers & Enterprise Company (including Compass+)**
Cams Hill School will work closely with the Careers and Enterprise Company to establish best practice. We will use the Compass report annually to track our provision to ensure we are meeting all Gatsby Benchmarks in a timely manner. The school has also upgraded to Compass+ and will use the tool to benchmark, manage, track and report on our careers provision and areas for improvement.
- **The Education Business Partnership (EBP)**
The EBP are currently undertaking our independent and impartial Year 11 personal guidance careers conversations.
- **Local Sixth Form and Technical Colleges** – which include Barton Peveril Sixth Form, City of Portsmouth College, Fareham College, Itchen College and Peter Symonds Sixth Form College.
- **Local Apprenticeship Providers** – which include City of Portsmouth College, Fareham College, PETA and Steve Willis Training.
- **Higher Education Establishments** – which include Portsmouth University and Solent University.
- **Employers**
We will actively strive to ensure that employers play a pivotal role in motivating and influencing our pupils to further their understanding of employment and training opportunities.

Monitoring Arrangements

The school's arrangements for managing the access of education and training providers to pupils are monitored by Lauren Robinson, Careers Lead (Associate Assistant Headteacher).

This handbook is reviewed annually.

Appendix 1: Destinations of our pupils

2024 – Year 11 Leavers from Cams Hill School

This report has been compiled using the Hampshire Futures Activity Survey and data provided from Post-16 destinations as part of a local agreement (data is accurate as of 1 November 2024).

Cohort size: 254

Whilst at Cams Hill School, pupils are made aware of the different pathways for progression that are available to them and, in line with Provider Access Legislation, would have had a range of meaningful encounters with these providers. These include, but are not limited to, A Levels, Apprenticeships and T-Levels. Pupils are expected to progress from Cams Hill into a provision that complies with a Raising the Participation Age (RPA) situation to comply with 2014 updated legislation (The Education and Skills Act 2008).

96.5% of pupils (245) progressed onto an RPA compliant situation through a range of local providers.

The range of study pupils progressed onto was varied and pupils undertook qualifications at a variety of levels:

Type	Actual number of young people
Level 3 – A Level	92
Level 3 – Technical	53
Level 2 – GCSEs	<5
Level 2 – Technical	27
Level 1 – Technical	21
Entry Level inc Traineeship	0
Other Education Course	7

As of 1 November 2024, the most popular establishments attended were:

Year 12 Establishments	Leavers from Cams Hill School	% of Programme Leavers
Barton Peveril Sixth Form College	89	36.8%
Fareham College SHCG	47	19.4%
Havant and South Downs College	28	11.6%

Pupils also moved on to attend Peter Symonds College, City of Portsmouth College, and Itchen College.

Level 3 – A Level

Pupils progressed to a range of subjects across the A Level providers, with our most popular subjects being Maths (27), Criminology (24), Economics (22), Psychology (22) and History (19).

2023 – Year 11 Leavers from Cams Hill School

- Barton Peveril Sixth Form College 71
- Fareham College 43
- City of Portsmouth College 27
- Year 11 pupils also moved onto Peter Symonds College, Havant and South Downs College, Bay House Sixth Form and Itchen College



Careers at Cams Hill

Key Events and Experiences

Next Steps Evening

Provider access encounters

Parental Workshops - Progression
Pathways Evening

College Taster Days

Provider Access Encounters

Future Skills Day

Work Experience

Parental workshops - progression
Pathways events

Options Evening

Options Taster Day

Provider Access Encounters

Careers Week activities

Apprenticeships Week activities

Careers Week activities

Apprenticeships Week activities

Enterprise Day

Careers Week activities

Apprenticeships Week activities

Enterprise Day

Curriculum Content

PSHE - Future skills questionnaire

Next Steps Tracker in tutor times

What do I want for myself in
the future?

Why might I need to plan for
my future this early?

PSHE - Future skills questionnaire

Why should I plan for difficult
choices now?

PSHE

Maths EBP workshops

How do I begin **planning** for
the next stage of my
education?

PSHE

What are my financial goals?

How does the government
use taxation and national
insurance to support us?

PSHE

How can I make **plans**
that help me reach my
goals?



**CAMS HILL
SCHOOL**