



Worcestershire
Careers Hub
Member School



Riversides School



**SCHOOL CAREERS
STRATEGY
AND
ACTION PLAN
SEPTEMBER 2024
to
AUGUST 2027**

Our Vision

To consistently support and engage every individual pupil to understand and develop their own future pathway, and to confidently raise and achieve their aspirations in an increasingly competitive and ever-changing world.



RIVERSIDES
EVERY STUDENT MATTERS

Riversides School is an active member of the Worcestershire Careers Hub and supports the development of Worcestershire's Future Workforce through the Worcestershire Enterprise Adviser Network



Riversides School CAREERS STRATEGY



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INTRODUCTION

Riversides School is an SEMH school that works with children who have an EHCP from across Worcestershire.

Our school is dedicated to ensuring every child is valued and given equal opportunities throughout their educational journey. We work closely with the local community and through their support have created a warm, caring school environment that works closely with pupils, parents and other agencies to ensure that every child achieves their potential in both social development and academic progress.

"Every Child Matters" is indeed the driving force behind what we do and through that ethos we seek to give every child the best opportunities to achieve both within their education and beyond.

Careers

There has never been a time when careers guidance has been as important for young people as it is today. At Riversides School, we have a vital role to play in preparing our pupils for the next stage of their education or training and beyond. Our pupils will be embarking upon a career pathway, which is more challenging and complex than that faced by previous generations. Global opportunities and increasing technological advances will result in young people having several careers during their working life and potentially working in a career that does not currently exist.

With the greater choices of education, training and employment, our aim is to prepare pupils for these ever-changing opportunities, responsibilities, and experiences and to equip them with the skills to manage the choices, changes and transitions ahead of them.

We have a whole school approach to careers education. This allows pupils to access the necessary information to help them make informed decisions about their futures. Our careers programme throughout the year supports our careers education curriculum and in line with the most recent careers guidance strategy (July 2022). Careers Education at Riversides School is not just a stand-alone strand; it is thoroughly integrated into every area of the school and woven into the school curriculum.

CAREERS STRATEGY

Purpose and aims

Riversides School is fully committed to ensuring that all of our pupils acquire the skills, knowledge and attitudes to manage their learning and career progression.

Riversides School has already established a range of effective careers guidance activities which we hope will guide support our pupils to achieve positive destinations such as A 'levels, Higher Education, Apprenticeships, Technical routes or Employment.

This careers strategy sets out Riversides School key approaches internally and externally to enhance the current careers guidance activities and participation opportunities already available to our pupils. The aim is to ensure that pupils are fully prepared for and informed effectively about their next steps and can therefore aspire to achieve their full potential. We want to ensure that our pupils have both the aptitude and interpersonal skills to effectively communicate and add value within the workplace.

The school will collaborate throughout this strategy with a range of external agencies to help us ensure we will meet all the mandatory requirements contained within the Department for Education's careers strategy (July 2021). These partnerships will include working alongside The Careers and Enterprise Company (CEC), The Worcestershire Local Enterprise Partnership (WLEP), Worcestershire County Council (WCC), Further Education (FE) and Higher Education (HE) providers, Worcestershire Apprenticeships (WA) and a wide range of local employers.

High quality careers guidance is a crucial part of improving social mobility. Young people make choices based on what they know and what they think is available to them. If our young people are made fully aware of the career pathways and opportunities available to them, they will be more able to make informed choices about which qualifications and career pathways which will enable them to achieve their goals.

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This strategy outlines our whole school approach to delivering careers guidance to all our pupils throughout their journey through education. Careers activity will therefore take place across years the whole school-(Year 3 to Year 11) as part of the mandatory requirements set by the Department for Education and contained within the Gatsby Benchmarks.

Strategic Careers Leader

As set out within the Department for Education's Careers Strategy Riversides School is required to have a designated member of our Senior Leadership Team named as our schools Strategic Careers Lead.

The Strategic Careers Lead will have the responsibility to make sure that we as a school we meet our mandatory requirements and continue to work towards achieving all eight of the Gatsby Benchmark.

Madeleine Hill, Head of School, has agreed to undertake this role.



Madeleine Hill will provide both the Executive Head Teacher and the board of governors with regular updates on our progress and will work closely with the Worcestershire LEP delivery team, our assigned Enterprise Adviser and local employers to ensure we deliver this strategy.

Our Careers Team

As a school we will provide impartial careers and transition advice to students and their families, our work involves meeting young people in school and getting to know their interests, aspirations and support needs. This is done through seeing students 1:1, group work and meeting with parents and carers through review meetings and at other convenient times. We support careers, further education, employer visits, work experience opportunities and inform staff and students of local services, providers and opportunities suitable for each of the students. We inform students of a variety of post school provision and support. We keep Local Authorities informed of student destinations and contact leavers and their families in the Autumn term to check they are settled in their new placements.



Kelly Hill our Careers Adviser

Kelly will be working closely with our careers team, supporting pupils working on Benchmarks 3, 5, 7 and 8.

Hi, I'm Kelly and I am the independent Careers Advisor at Riversides School. I work for SENDIASS (Special Educational Needs and Disability Information Advice and Support Service) covering Herefordshire and Worcestershire, and I provide Careers support across four sites in the Central Learning Partnership Trust. I am also a qualified social worker and my previous roles have included supporting vulnerable young people with acute mental health needs, learning and physical disabilities, in hospital settings, schools, and in the community.

I am based at Riversides on Tuesdays and support young people on a 1:1 and group basis to create action plans to make informed choices about their future career, college and F.E. applications, and transition to adulthood. I can also support parents

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if you have any questions about careers, EHCPs, or Post 16 options. You can contact me via school or by email: kelly.hill@riversidesschool.co.uk

Paula Collins is our Careers lead for Years 9, 10 and 11
Paula is based in Year 11 and works closely with the Year 10 and 11 pupils ensuring they visit and are visited by a range of employers and companies.



Edward Fenner is our Year 11 teacher who is also our KS 4 Careers lead



Our Enterprise Adviser

Through the Worcestershire LEAs Enterprise Adviser Network Riversides School are delighted to have been assigned our own designated enterprise advisers.

Katrina Kerr and will be supporting our careers team to assist us to facilitate careers related activity which will help us achieve Gatsby Benchmarks 5 and 6.

May we introduce our assigned Enterprise Adviser.....

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Katrina is the Operations Director at Rift Actuators Ltd, where she leads operational strategy and innovation in actuator technology. In addition to her leadership role, Katrina works as an Enterprise Advisor, actively bridging the gap between education and industry by connecting schools with businesses. Passionate about mentoring, she works with middle and high school students, offering guidance, real-world insights, and opportunities to help them develop essential skills for future careers. Her work empowers young people to understand the link between classroom learning and real-world applications, preparing them to thrive in professional environments.

Current position at Riversides School

Pupils are currently receiving the following careers related support or participating within the activities listed below during their journey through school:

Year3/4 - Year 6

Pupils explore working life through age-appropriate activities including play, roleplay, drama and subject based learning. They begin to learn skills and attitudes which are relevant to the workplace- e.g., planning, co-operating, communicating, following instructions, showing leadership, being proactive and resilient. They take part in visits to their local community where they interact with people who are at work.

Careers is linked to their termly topic and they focus on a career of the week. Every term we invite employers to talk to our pupils about their job.

Year 7 and 8

In years 7 & 8 we aim to develop a range of age-appropriate skills that prepare our young people for life after school and their individual journeys. We strive to develop resilience, independence and realistic aspirations that our young people can aspire to and feel motivated to improve. This will lead to preparation for the workplace or other life experiences. We have devoted part of the curriculum to Work Related Learning where we address the skills and range of employment opportunities.

All pupils take part in enterprise activities, a weekly career and PSHE lesson as where employers come and discuss their jobs. This could include the skills/ academic expectations, wages, promotion available. In Year 8 we include educational encounters and ensure career advice is freely available. Pupils will also be visited by or visit a local apprenticeship provider. (PAL)

Year 9

In Year 9 the students start to work with our Careers Lead and along with outside providers, work on communication skills and work on acquiring other relevant skills in preparation for the world of work and for making choices.

The EHCP is reviewed annually and routes for after school are discussed. In Year 9 a transition review is held where our Careers Lead can meet with parents/carers in the young person's EHCP meeting.

We profile all students in Year 9 using a range of resources, such as JED, to see where their interests lie to help with progress through the school and their subject choices. Employer visits, guest speakers, educational encounters and enterprise activities also take part in Year 9. Pupils will also be visited by or visit a local apprenticeship provider.

All pupils also take part in a weekly careers lesson.

Year 10 and Year 11

Students access Careers and Enterprise learning in the following ways:

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- Weekly timetabled "Work Related Learning" sessions. These explore future ideas, investigate the world of work, look at attitudes to work and money and the changing world of work.
- Where appropriate Work Experience tailored to an individual student's needs and interests. This can be done termly or ongoing depending on a student's needs and may be carried out in school or in an outside organisation.
- A planned series of encounters with employers either through students visiting workplaces or by employers coming into school.
- Enterprise opportunities and projects devised by students, staff and our volunteer Enterprise Advisors.
- Regular meetings with the Careers Lead.
- College Link- there is an opportunity for Yr. 10 & 11 Students to attend a local college for one day each week in order to explore the options available for school leavers.
- Students will have the opportunities to find out about courses that are available to them when they leave school through visiting a "Life Beyond School Event" held in one of the Trust schools and the Worcestershire Skills Show.
- Visiting Colleges and Training providers.
- Opportunities to work with our Business Advisor, Lyn Blewitt, to complete CVs, attend coaching interviews as well as formal interviews.
- To visit businesses and gain knowledge into the running of a range of different companies.
- Visiting our local and other relevant University's to give pupils aspirations and a wider range of opportunities.

- Completing online tours of universities.

Teaching staff contribute to the delivery of careers guidance through:

Career and PSHE lessons, Employer visits during classroom lessons, discussing careers using their subject, visits, extra-curricular activities

Local Employers contribute to the delivery of careers guidance through:

Workplace visits / work experience / assemblies / careers fairs

Parents contribute to the delivery of careers guidance through:

Support to arrange work experience / parents' pledge

We will use any feedback from parents/ teachers/ employers to guide further planning.

Partnership Arrangements and Employer Contacts

Riversides School has strong links with:

- Worcestershire Careers Hub.
- Worcestershire Local Enterprise Partnership
- Further Education providers
- The local business community
- Alumni and Parents

Objectives for 2024 to 2027

1. To ensure that pupils fully understand and consider the different routes available at post-16 and post-18, particularly apprenticeship and other vocational routes.

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2. To ensure that where appropriate, Y10 and 11 students receive meaningful work experience and that they reflect and learn from this invaluable opportunity.
3. To ensure our careers work is fully aligned to - and complements - the school's personal development and wellbeing agenda, so that students receive all-round support.
4. To further raise the profile of careers across the whole school.
5. To ensure that School has a concise plan of engagement in Careers Guidance for all students to ensure that they work hard and strive to be the best they can be.
6. To continue to strive towards meeting the eight Gatsby Benchmarks for good career guidance as recommended by the Department of Education Careers Strategy 2018
7. To engage with local employers and training providers in order to provide multiple learning opportunities about the world of work and skills required. Both academic and vocational routes are explored and are available to students regardless of career choices.
8. To make available Labour Market Information and Intelligence to ensure students (and parents) are aware of local and national opportunities as well as trends, to ensure they are informed to make the best decisions.
9. To ensure all staff at the school have an awareness of linking curriculum learning to careers and demonstrate the relevance of subjects to students when considering a future career. Particularly relevant is that STEM subject

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staff should highlight the increasing need for STEM subjects to access a wide range of future career paths, making sure the information does not stereotype in any way.

10. To ensure all students are aware that the attainment of English and Maths GCSEs are crucial elements of any future study programme they may undertake and an expectation from all employers.
11. To continuously strive to improve NEET (Not in Education Employment or Training) figures by providing an effective careers programme.
12. To actively track the progress of Pupil Premium and students from disadvantaged backgrounds to ensure that they access all the career's information, advice and guidance to enable them to make the relevant decisions to their career goals.
13. To tailor information, advice and guidance as necessary to meet the needs of any vulnerable students and offer appropriate alternatives as deemed necessary.
14. To embed the new provider access legislation and endeavour to embed educational encounters from year 8 onwards and ensuring impartial careers advice is freely available to all students.

Gatsby Benchmarks

In line with the Department for Education's careers strategy, Riversides School aims to fulfil the eight expectations set out within the 'Gatsby Benchmarks' which provide a framework to ensure that the school has formed a careers programme which falls in line with legal requirements. The following eight benchmarks are at the core of good careers and enterprise provision:

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

1. A Stable Careers Programme

- To ensure the careers programme is delivered by individuals with the right skills and experience. The school will, wherever possible, use qualified careers professionals to offer advice and guidance to all or the overwhelming majority of pupils.
- To enable pupils to understand the full range of opportunities available to them, the skills that are valued within the workplace and to have first-hand experience of a work environment.
- To develop and publish a careers programme that will raise the aspirations of all pupils regardless of academic ability and is tailored to meet their individual needs wherever possible.
- To ensure our Careers Strategy is fully supported by the Senior Leadership team within school and is approved by the board of governors
- To ensure there is a clear focus on the activities which support enterprise, employability skills, workplace experiences and qualifications which employers' value.
- To regularly evaluate our careers strategy to determine the impact of our careers related activity based on the feedback provided to us by pupils, teachers, employers and where appropriate parents.
- To maintain high quality careers provision endorsed by the Careers and Enterprise Company and to review the improvement of our programme by using the Compass evaluation and Compass Careers Dashboard tools.

2. Learning from Career and Labour Market Information

- To encourage and increase the use of online careers tools and packages across all year groups. Working with our own careers team, key partners, stakeholders, local and national professional bodies.
- To utilise and then support the development of labour market information to ensure staff and pupils are informed in their decisions and the advice being given. Work with the Worcestershire LEP and the Careers and Enterprise Company to help establish key priority areas which need to be developed.
- To promote the values of labour market information to parents /carers (where appropriate) to access and understand this information. To investigate careers and opportunities in learning, work and apprenticeships and how these meet the local and national priorities.

3. Addressing the Needs of the Pupil

- To develop mechanisms to report, track and monitor compliance in relation to the Careers Strategy objectives.
- To develop accurate tracking systems to ensure pupils are able to keep track of their own journey, record and access the advice they have received and monitor the agreed actions and next steps
- To ensure that a programme of activity takes place which raises the aspirations of all pupils and challenges stereotypical thinking in terms of equality and gender.
- To ensure that pupils with particular vulnerabilities and those who are at risk are appropriately supported and identified through close working relationships with the full range of educational and support agencies.
- To ensure that careers guidance for learners with special educational needs and disabilities (SEND) is differentiated, where appropriate, and based on high aspirations and a personalised approach. Careers guidance for learners with SEND should be based on the pupils' own aspirations, abilities and needs.

4. Linking Curriculum Learning to Careers

- To ensure that subject teachers across the whole school support the delivery of careers education and guidance and can link the content of curriculum with

careers, even in lessons which are not specifically occupation led. Subject specialist staff can be powerful role models to attract pupils towards their field and the careers that flow from it.

- To integrate national initiatives and project opportunities within the curriculum to enhance that range of careers related activity taking place within school. e.g., Young Enterprise and Code Clubs.
- To ensure that careers related activities are built in throughout the school year and not just towards the end of any given topic / subject being delivered.
- Specific focus will initially be placed on linking curriculum to careers in English, Maths, Sciences and PHSE lessons.

5. Encounters with Employers and Employees

- To ensure that pupils receive at least ONE meaningful encounter with an employer during every year they are at school.
- To increase the number of activities which are conducted within school with the support of local employers.
- To ensure that pupils have the opportunity to improve employability skills and their understanding of and awareness of entrepreneurship
- To enable learners to gain the confidence to compete in the labour market by providing opportunities to gain the practical know-how and attributes that are relevant to gaining employment.
- To develop marketing materials for employers which will help them easily understand the impact of their involvement, the breadth of options available to them and the ways in which they can show they meet their corporate social responsibility.
- To create mechanisms where parents and alumni can express their interest to actively support employer related activity taking place within the school.
- The school will also encourage pupils and parents to attend careers events such as the Worcestershire Skills Show held annually in March and the Worcestershire Apprenticeship show held annually in October.

6. Experiences of the Workplace

- To ensure that pupils receive at least ONE meaningful experience of the workplace by the end of year 11

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- To increase the number of employer workplace visits which will take place to enable pupils to gain more of an understanding of the wide range of employment opportunities available within specific industry sectors based in Worcestershire.
- To strengthen our links with local employers and support our Enterprise Adviser to facilitate careers related activity within school

7. Encounters with Further and Higher Education

- To ensure all / overwhelming majority of pupils receives at least ONE meaningful encounter with Sixth Form Colleges and FE Colleges.
- To ensure all / overwhelming majority of pupils has been provided with information about the full range of apprenticeships including higher level apprenticeships through the Worcestershire Apprenticeships activity offer.
- To ensure all / overwhelming majority of pupils have experienced meaningful encounters with universities.

8. Personal Guidance

- Ensure all / overwhelming majority of pupils have had an interview with a professional and impartial careers adviser by the end of year 11
- Ensure all / overwhelming majority of pupils has had at least TWO interviews with a professional career's adviser by the end of year 13.

Promotion of Careers related activities

Riversides School will encourage the promotion of ALL careers related activity which takes place within the school through the creation of case studies and will share this activity through our school Twitter account and other social media channels.

This careers strategy document along with any case studies documents that are created will be placed on the school's website. These will also be shared with the

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Worcestershire LEP to be used to promote best practice across ALL career's hub member schools.

This promotion will enable us, and our partner organisations, to be able to capture the evidence we are required to provide both OFSTED and the Careers and Enterprise Company (and demonstrate that the activity taking place within our school) meets the requirements set out within the Department of Education's Careers strategy.

Action plan

Autumn Term		
Year Group	Activity Description	Covering Benchmark
YRs 7-11	Weekly/ Fortnightly careers lessons (YR 11 interview skills and coaching interviews)	1, 2, 3, 4, 5
YRs 9-11	PAL -including Sanctuary, Worcester Apprenticeship, Southco and Dying to Drive visits (including STEM links)	1, 2, 3, 5, 6, 7
YRs 9, 10 and 11	College visits-Worcester and Kidderminster plus individual visits linked to A Levels -Sixth Form Colleges	3, 4, 7
YRs 10 and 11	Individual PAL visits-Red Gate Sports	3, 5
YR 8 YR 10	Local Careers Fair at The Hive Careers Fair-NEC	
YR 10 and 11	Meetings with careers adviser	1, 3, 8
YR 10	JED-qualifications	3, 4, 5, 7

Spring Term		
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Year Group	Activity Description	Covering Benchmark
YRs 7-11	Weekly/ Fortnightly careers lessons	1, 2, 3, 4 and 5
	(YR 11-external interviews and revision, YR 10 budgeting)	
YRs 9-11	PAL -including Kidderminster Harriers, Mazak, Harlow's Timber Yard (Including STEM links)	1, 2, 3, 5, 6, 7
YRs 9, 10 and 11	College visits-Kidderminster workshops, Redditch plus individual visits linked to A Levels -Sixth Form Colleges	3, 4, 7
YRs 10 and 11	Individual PAL visits-Red Gate Sports	3, 5
YR 9	Career Fair-Life Beyond event	
YR 11	Careers questionnaire-evaluation	
YRs 10 and 11	1:1 meeting with careers adviser (Pupil voice)	

Summer Term		
Year Group	Activity Description	Covering Benchmark
YRs 7-11	Weekly/ Fortnightly careers lessons (YR 11-revision, YR 10 CV writing/ external feedback, YR 9-JED-researching a range of jobs/ wages and qualifications needed and money matters 6-week programme, YR 8-Southco latch building workshop-linked to STEM)	1, 2, 3, 4 and 5

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YRs 7-10	PAL -including Dyson (YR 9-building a Hoover programme), Army, Flying to Help (Including STEM links)	1, 2, 3, 5, 6, 7
YRs 9, 10	University visit- Worcester and Birmingham	3, 4, 7
YRs 10 and 11	Individual PAL visits-Red Gate Sports	3, 5
YR 9 and 10	D of E-volunteering through Blue Cross (PAL)	
YR 10	Work Experience where appropriate	
YR 7-10	Careers questionnaire-evaluation and planning next steps (pupil voice)	
YRs 9, 10 and 11	1:1 meeting with careers adviser	

This is a basic overview of the year. Some activities may occur at different times depending on availability.

Careers Programme and Provider Access Policy (PAL)

Introduction

This policy statement sets out the arrangements for managing the access of providers to pupils at the school for the purpose of giving them 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.

Riversides School is committed to providing a personalised education package for all our pupils, and this is reflected by our careers programme. Pupils will access different elements of the programme at different stages of their education whilst the focus will always be on preparing them for their future pathways, considering their own preferences. Our Careers Action Plan outlines our generic careers offer

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from **Year 7 to Year 11**. For some pupils, a more personalised offer will be in place.

Our focus links directly to the requirements of the '*Gatsby Good Career Guidance*' report (2014) which became the basis for the statutory '*Career's guidance and access for education and training providers*' (2018).

Pupil entitlement

The statutory guidance is relevant to 'all pupils in years 7-13' and we will also consider young people's developmental ages when preparing appropriate careers activities at **Riversides School** ensuring that our pupils receive a careers programme which offers them opportunities 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.
- understand how to make applications for the full range of academic and technical courses.

School's Careers Leader

Parents, teachers and employers may gain further information about our careers programme by contacting either:

Name: Madeleine Hill Position: Head of School Telephone: 01905-21161

Measuring and Assessment of the impact of the careers programme on pupils.

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Evaluation of our careers programme is designed to enable us to examine what we do; consider how we can improve it and provide stakeholders with a summary of this.

This will include gathering information from the pupils about how they feel about their experiences in relation to the careers programme.

Pupil progress in Careers lessons will be evaluated each term as part of our ongoing Pupil Tracking process.

It is our aim to provide pupils with both experiences of the workplace and / or encounters with employers. These encounters and experiences will take place as part of curriculum lessons / workplace visits / assemblies / attending Careers Fairs and Events.

Application for Provider Access

Introduction

This document sets out the school's arrangements for managing the access of providers to pupils at the school for the purpose of giving them 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

All pupils in years 7-13 are entitled:

- to find out about technical education qualifications and apprenticeships opportunities, as part of a careers programme which provides information on the full range of education and training options available at each transition point;
- to 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;
- to understand how to make applications for the full range of academic and technical courses.

Management of provider access requests

Procedure

A provider wishing to request access should contact Kerry Downs

Telephone: 01905-21261

Email: kerry.downs@riversidesschool.co.uk

Opportunities for access

The school offers a comprehensive Careers Education, Information, Advice and Guidance programme and an overview of this programme can be seen in the School's Careers Charter which can be seen on the school website.

Please speak to our Madeleine Hill to identify the most suitable opportunity for you.

The school will make a suitable space available for discussions between the provider and students, as appropriate to the activity. The school will also make available ICT and other specialist equipment to support provider presentations. This will all be discussed and agreed in advance of the visit with the Madeleine Hill or a member of their team.

All requests will be given due consideration by **Riversides School** and Senior Leadership link and requests will be refused if:

- They impinge on pupils' preparation for public or internal exams
- They clash with other school events such as visits, other speakers, wellbeing days, school photographs, sports days, public or internal exams, parents' communication events etc.

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- The school is unable to provide staff to support the presentation or talk due to previous commitments
- Rooms for the talk or event is unable to be found due to timetabling clashes

Providers are welcome to leave a copy of their prospectus or other relevant course literature with the Careers Advisor so that they can be displayed in the Careers Section of the school library.

Feedback

Riversides School welcomes parental and employer participation within our careers related activities. Should you wish to support our activity or provide feedback on our Careers Strategy then please contact our Strategic Careers lead directly. We will use this information to review our careers programme.

Useful links / Resources

The Careers Enterprise Company	https://www.careersandenterprise.co.uk/
The Careers and Enterprise Company Resource Directory	https://resources.careersandenterprise.co.uk/
Gatsby Foundation	http://www.gatsby.org.uk/education/focus-areas/good-career-guidance
Post 16 Skills Plan	https://www.gov.uk/government/publications/post-16-skills-plan-and-independent-report-on-technical-education

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Department of Education Careers Strategy	https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/672418/Careers_guidance_and_access_for_education_and_training_providers.pdf
Skills For Worcestershire	http://www.skills4worcestershire.co.uk/
Government Careers Strategy December 2017	https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/664319/Careers_strategy.pdf
Government Careers Guidance and Access for Educational and Training Providers July 2021	https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1002972/Careers_statutory_guidance.pdf
National Careers Service	https://nationalcareersservice.direct.gov.uk/
UCAS (Universities and Colleges Admissions Service)	https://www.ucas.com/
Worcestershire Local Enterprise Partnership	http://www.wlep.co.uk/
Worcestershire Apprenticeships	http://worcsapprenticeships.org.uk/
HOW College	http://www.howcollege.ac.uk/
Kidderminster College	http://kidderminster.ac.uk/
Warwickshire College Group	https://wcg.ac.uk/page/1/home

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Worcester University

<https://www.worcester.ac.uk/>