



WRL & Careers Education & Guidance Strategy

Our work-related learning policy aims to provide engaging, challenging and meaningful opportunities that inspire personal growth, academic excellence and a strong work ethic. Through our values of courage, curiosity and perseverance we strive to support students to become lifelong learners, developing the skills, knowledge and confidence they need to succeed in both their education and future careers.

Approved by:	Governing Body	Date: January 2026
Last reviewed on:	January 2024	
Next review due by:	January 2027	

St Augustine's Federated Schools have consciously considered how this policy may affect people who share protected characteristics and have due regard for those whose identity is protected under the Equality Act 2010.



Vision

At St Augustine's CE High School, we recognize the importance of preparing students for the world of work from a young age as they join us in year 7. We are committed to helping all students develop their confidence, aspiration and employability skills through numerous activities, visits and workshops so they are job ready at the end of their educational journey

Our vision is also to equip them with the skills, knowledge and training to be financially literate, thereby understanding the significant role money plays in their lives, making informed choices and decisions about financial matters.

Legal requirements

Schools are required to name a Careers Lead and ensure there is an opportunity for a range of education and training providers to access students in years 8 to 13 for the purposes of informing them about approved technical education, qualifications or apprenticeships.

The updated provider access legislation (PAL) specifies schools must provide a minimum of 8 encounters with technical education or training providers to all pupils in years 8 to 13 (see more detail in section 2.1 below). As far as possible, these encounters should be face to face and not via websites or prospectuses/online information.

Schools must also have a policy statement that outlines the circumstances in which education and training providers will be given access to these students.

This is outlined in section 42B of the [Education Act 1997](#), the [Skills and Post-16 Act 2022](#) and on page 43 of guidance from the Department for Education (DfE) on [careers guidance and access for education and training providers](#).

This policy shows how our school complies with these requirements.

The 6 encounters schools must offer to all pupils in years 8 to 13

Schools must offer:

2 -3 encounters for pupils during the 'first key phase' (year 8 or 9)

- All pupils must attend
- Encounters can take place any time during year 8, and between 1 September and 28 February during year 9

2 -3 encounters for pupils during the 'second key phase' (year 10 or 11)

- All pupils must attend
- Encounters can take place any time during year 10, and between 1 September and 28 February during year 11

2 -3 encounters for pupils during the 'third key phase' (year 12 or 13)

- Pupils can choose to attend
- Encounters can take place any time during year 12, and between 1 September and 28 February during year 13

These encounters must happen for a reasonable period of time during the standard school day. Schools can continue to provide complementary experiences but encounters outside of school hours won't count towards these requirements.



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Schools must ask each provider to provide the following information as a minimum:

- Information about the provider and the approved qualifications or apprenticeships they offer
- Information about what careers those qualifications and apprenticeships can lead to
- What learning or training with the provider is like
- Answers to any questions from pupils

Meaningful provider encounters

Our school is committed to providing meaningful encounters for all pupils.

One encounter is defined as one meeting/session between pupils and one provider. Meaningful live online engagement is also an option at our school, particularly with work experience and higher education enrichment at KS5.

Strategy

To embed aspects of WRL within subject specific areas and the curriculum across the school.

To demonstrate how subjects are applied and valued in the workplace.

To enrich the learning experience outside school and support the availability of cultural capital for all students.

To help our students develop employability skills and become 'job ready' and to monitor and evaluate all aspects of provision.

To engage with a wide range of outside providers of education and training.

To engage with a range of businesses and develop strong partnerships.

To inform and engage parents/carers so they can support and help their children.

To promote high aspirations for all.

To ensure staff are sufficiently trained in the provision of work-related experience in school & in their subject.

To put the needs of the students first with a focus on inclusion.

To ensure students are able to access information re technical education qualifications and apprenticeship opportunities as part of our careers programme.

To provide 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.

To understand how to make applications for the full range of academic and technical courses at post 16 and beyond.

Strategy is guided by

The Gatsby benchmarks – supported through Compass+**

The Careers and Enterprise Company guidelines.

The DfE guidelines.

*** This is a digital tool used by schools and colleges to track careers provision against the Gatsby Benchmarks based on approximately 50 questions. The data from Compass forms the basis of this report. Compass+ is an upgraded version which allows Careers Leaders to track individual interventions and cohorts*

WRL and Careers opportunities

A number of activities and events are organized for students to develop employability skills, learn about career opportunities, as well as money management skills. Below are the main ones offered in the course of the last academic year and into 2025.



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	Michaelmas Term	Lent Term	Trinity Term
Year 7	WRL Tutorials Construction Project My targets and ambitions activity	WRL Tutorials STEAM workshops	WRL Tutorials Creative workshops Encounter with Employers
Year 8	WRL Tutorials STEAM workshops Construction project Visit to businesses Encounters with employers	WRL Tutorials Employability Skills workshops Encounters with employers	WRL Tutorials Employability Skills workshops
Year 9	WRL Tutorials STEAM workshops Visit to businesses Money management skills in Maths (interest)	WRL Tutorials Career planning sessions for option day	WRL Tutorials Employability Skills workshops Enterprise challenge
Year 10	WRL Tutorials Unifrog career lessons Writing a CV and interview Skills workshop	WRL Tutorilas Unifrog career lessons Visits to Oxbridge colleges Work with the Marriott Hotel – wide range of opportunities	WRL Tutorials Unifrog career lessons Work experience week with launch by SEO carousel & careers workshops
Year 11	WRL Tutorials Unifrog career lessons Post 16 preparation lessons Careers meeting with an external adviser Questionnaire on subject preferences, interests and possible future plans to tailor support	WRL Tutorials Unifrog career lessons Post 16 preparation lessons Apprenticeship Talk	WRL Tutorials Unifrog career lessons Post 16 preparation lessons



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<p>Year 12</p>	<p>WRL tutorials</p> <p>Unifrog career lessons</p> <p>Introduction to Apprenticeship talks</p> <p>London Business School – Guru Lectures</p> <p>Work placement with the Society of Antiquaries</p> <p>Careers Fair Higher Education Fair</p> <p>Mock Interview Skills</p> <p>CV Writing</p>	<p>WRL Tutorials</p> <p>Unifrog career lessons</p> <p>Making the Leap programme: Believe to Achieve</p> <p>London Business School – Guru Lectures</p> <p>London Business School – The Power of You – Leadership Training for Girls</p> <p>Work with the Marriott Hotel – wide range of opportunities</p> <p>Employer-led employability Skills workshops</p> <p>Work placement Opportunities at Westminster City Council</p> <p>Apprenticeship application support</p>	<p>WRL Tutorials</p> <p>Unifrog career lessons</p> <p>Futures Week – work experience day at ZSL with careers talk and project planning experience</p> <p>Apprenticeship application support</p>
<p>Year 13</p>	<p>WRL Tutorials</p> <p>Unifrog career lessons</p> <p>Assembly talks by employers and Universities</p> <p>Student leaders offered training opportunities at Unloc - Masterclasses</p>	<p>WRL Tutorials</p> <p>Unifrog career lessons</p> <p>Masterclasses / different sectors</p> <p>Continued support for students studying post 18 apprenticeships/Degree Apprenticeships</p>	



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Sustainability of the programme

To ensure sustainability and longevity:

- Provision is delivered in school, offsite and online to maximize the number and range of opportunities to students
- Develop and establish resources which are accessible by all – work with SEND to ensure inclusion
- Develop long-term projects and relationships with businesses and outside agencies to set up activities which will have long term values for students, even leading to possible employment/further training
- Create a practice that will address different student needs to reduce reliance on a sole funding
- Celebrate and share achievement with students and school community
- Run a careers office which is accessible for all, including access to all WRL activities through the Pastoral Programme & ongoing workshops (led by tutors) for all key stages/years.
- Staff CPD training linked to WRL and personal development; how staff can support, help and get involved.
- The WRL team are also working hard to engage parents/carers in the programme, through use of the school website, social media, talks on opportunities and developing a Teams page which parents/carers can access and remain involved.

Quality Management

To ensure quality of service:

- **Careers Hub:** Groups of schools, colleges, employers, and providers within a local area working together to improve practice. Hub Leads oversee the work and target support to local priorities.
- [St Augustine's Careers Lead, Abdel Ydri has regular meetings with our designated **Careers Coordinator- Wini Okopu** to update her on our careers guidance provision and complete our **Gatsby Benchmarks** audit.](#)
- Weekly/fortnightly meetings between Careers Lead and Line Manager (Assistant Headteacher for Sixth Form, Student Leadership & Personal Development)
- Students' feedback to evaluate impact of activities on their skills development through student voice in form time & via questionnaires.
- Teachers' and tutors' feedback on impact of business support.
- In addition, our Careers Lead meets regularly with an **Enterprise Adviser**; A volunteer from a business matched with a school or college to provide strategic support on the careers programme. [St Augustine's have been introduced to and recently met our new enterprise adviser– A replacement is to be identified by the Careers and Enterprise Company](#)

Long term careers outcomes/development

- Students ready for the world of work.
- Students understand the importance of life-long learning.
- Students are resilient and ready to cope with change.
- Staff better prepared to help students.
- Careers education embedded in curriculum, both through academic subjects and throughout the Pastoral Programme.
- Continued training and development for form tutors, directors of learning and subject staff is required to ensure this programme continues to develop and affords our students the knowledge they require as they continue their educational journey.

Resources

- The main hall, classrooms or meeting rooms will be available for the delivery of WRL and Career activities.
- The IT Team and Site Team are also available to support these events and guest providers. All



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arrangements are discussed with guest providers and facilitators prior to the day of the event, including remote learning.

- The careers office and the library have a variety of prospectuses, guides, magazines and business pamphlets to highlight career opportunities.
- Display boards are also used for announcements and careers guidance documentation.

Previous Providers

We have invited the following providers from the local area to speak to our pupils in recent years, up to and including 2025:

- London Business School
- Cleveland Clinic London
- Lloyds Banking Group
- Royal Haymarket Theatre
- Fora
- The Old Vic Theatre
- Making the Leap
- Construction Youth Trust
- City Lions /Westminster City Council
- Bouygues
- Mace
- David Miller Architects
- 3 Mobile
- King's College
- Westminster City Lions
- Reed
- Higgins Group
- Morgan Sindall
- United Living
- Dream Arts
- National Grid
- Zoological Society of London
- Framestore
- HS2
- Unloc
- City St Georges's University of London
- Capital City College Group
- UCL
- Marriott Hotel
- BBC Bitesize
- Westminster City Council

Pupil Destinations Year 11 Leavers Based on Gov.uk : This data is for pupils who completed [key stage 4 opens a popup](#) in 2023, which is the most recent data available.

Destination	Percentage of students
St. Augustine's Sixth Form	34.%



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Other School/College	61%
In Employment/Apprenticeships	1%
NEET	4%



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	Percentages of students
Students receiving first choice university (firm)	57.9%
Students receiving second choice universities (insurance)	12.2%
Firm and insurance total	90.9% 91.38
Students unplaced in a university	8.7%
Students on FSM	38.6%
Pupil Premium students	38.6%
Students attending Russell Group Universities	12%

Provider Access Arrangements

A provider wishing to request access should contact our Careers Lead to identify the most appropriate opportunity for them.

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.

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 and the library.

Our safeguarding/child protection policy outlines the school's procedure for checking the identity and suitability of visitors. Education and training providers will be expected to adhere to this policy.

The school's arrangements for managing the access of education and training providers to students are monitored by Abdel Ydri.

Contact :

Abdel Ydri
Careers Lead
Tel. 0207 328 3434 ext. 259
Email. aydri@staugustineshigh.org

If Abdel Ydri is not available, Roschelle Shakes can be contacted as the SLT member in charge of WRL:

Tel. 0207 328 3434 ext. 268
rshakes@stahigh.org

Complaints

Any complaints related to provider access can be raised following the school complaints procedure or directly with The Careers & Enterprise Company via provideraccess@careersandenterprise.co.uk



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