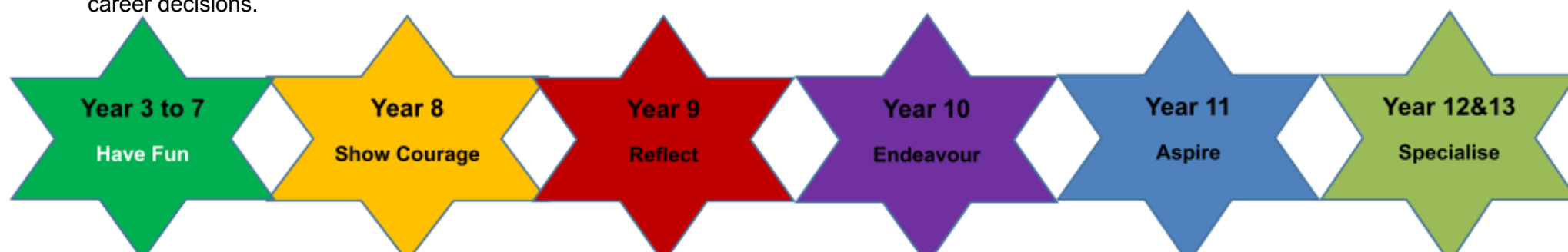


REACH Academy Progression Framework

Reach Academy is committed to delivering an Enrichment, Careers and Employability programme that runs throughout our pupil's school journey from year 3 to year 13. We are passionate about our age appropriate activities for each year group and are proud to be working with our pupils and their families to ensure that they are developing all of the skills and knowledge that they will need to lead the happiest possible life after school.

We challenge stereotypes, raise aspirations and advocate equality. We ensure that every single child receives opportunities through pastoral focus and curriculum learning that are specific to them so that they can make well informed decisions about their future further education and career decisions.



In years 3 to 7 we want pupils to have fun investigating possible employment options, whilst encouraging the **joy** of learning about the opportunities that lie ahead. Pupils in phase 2 & 3 will work towards the Reach Award and participate in a varied enrichment programme.

Pupils learn the skills of resilience and confidence and develop own passions.

In year 8 we build **independence** in our pupils by encouraging them to enjoy the process of adopting life and work skills that will help them live a happy and fulfilled life.

Pupils acquire knowledge about careers and the impact of making option choices and decisions.

In year 9 our pupils choose their options therefore it is our key objective to **inform** pupils on how different subjects link to further education and future careers. We help our pupils reflect on all the options they have.

Pupils can articulate all post 16 options and identify most suitable to them.

In year 10 pupils use all the knowledge that they've acquired to consider **progress** routes after year 11. We work together to identify strengths and weaknesses in skills and academic studies to create an action plan for the future.

Pupils can set challenging yet realistic learning and career goals.

In year 11 we encourage **aspirational choices**. Pupils decide on further education and are guided through the application process for their chosen route. Plans are revisited to ensure they're on track to get the grades need to move into the next phase of their life.

Pupils have a rationale for post-16 choices and can align with their future ambitions.

In Sixth Form pupils reflect on chosen pathway by exploring various paths that link to their studies. They'll be offered a tailored provision. In year 13 they'll have a clear vision of which route they'll take and what they need to do to be successful.

Pupils understand qualifications they need to pursue post 18 preferred pathway & evaluate progress in gaining them.

Overview of Careers Education Activities

Year 7: Have Fun

Activity	Description	Cycle
Participation in the REACH Award Programme	Extra curriculum programme including creativity project, skill development and community service. Offering a long term tracking of goals and achievements and differentiated between phases.	All
Pupils attend an assembly to excite them about employment and their futures	Bright Futures Ahead Day	Cycle 1
Online careers skills development through 'Be Ready' programme. Pupils build a 'locker' of skills development they have completed.	Pupils complete an e-learning soft skills course on Communication, Leadership, Teamwork and other soft skills. Modules are completed each cycle.	All
Employer Engagement session with Quantumblack technology	During the school wide 'Bright Futures Ahead Day'. All pupils are off timetable during this day to focus on career development.	Cycle 1
University visit during widening participation day in year 7	All year 7 pupils visit Kingston University or University of West London.	Cycle 2
Take part in an arts careers based project during enrichment as part of the REACH Award	Art, Bakery, Gaming, Drama	Cycle 2
Embedding careers into Team Reach (PHSE) day each year.	During the school wide 'Bright Futures Ahead Day'. All pupils are off timetable during this day to focus on career development. This includes sessions focused on discussing and developing skills needed for the workplace.	Cycle 1
Subject Specific Careers Curriculum	Pupils attend taught lessons focused on subject-specific careers. In Year 7 the focus is on Physics, English Language and Arts subjects (Art, Music and Food Tech). Pupils work on activities focused on specific job roles, informed by labour market information.	Cycle 2-3

Year 8: Show Courage

Activity	Description	Cycle
Participation in the REACH Award Programme	Extra curriculum programme including creativity project, skill development and community service. Offering a long term tracking of goals and achievements and differentiated between phases.	All
Online careers skills development through 'Be Ready' programme. Pupils build a 'locker' of skills development they have completed.	Pupils complete an e-learning soft skills course on Communication, Leadership, Teamwork and other soft skills. Modules are completed each cycle.	All
Employer Engagement session with Quantumblack Technology	During the school wide 'Bright Futures Ahead Day'. All pupils are off timetable during this day to focus on career development.	Cycle 1
Embedding careers into Team Reach (PHSE) day each year.	During the school wide 'Bright Futures Ahead Day'. All pupils are off timetable during this day to focus on career development.	Cycle 1
University visit during widening participation day	All year 7 pupils visit Kingston University or University of West London.	Cycle 2
CISCO Trip		Cycle 2
Subject Specific Careers Curriculum	<p>Pupils attend taught lessons focused on subject-specific careers. In Year 8 the focus is on Geography, Physical Education, Biology and Religious Studies.</p> <p>Pupils work on activities focused on specific job roles, informed by labour market information.</p>	Cycle 2-3

Year 9: Reflect

Activity	Description	Cycle
Embedding careers into Team Reach (PHSE) day each year.	During the school wide 'Bright Futures Ahead Day'. All pupils are off timetable during this day to focus on career development. Year 9s, along with their parents, attend the evening Careers Fair to encounter employers and further/higher education representatives.	Cycle 1
All students have multiple meaningful engagements with employers at Bright Futures Ahead Day	During the school wide 'Bright Futures Ahead Day'. All pupils are off timetable during this day to focus on career development. They select 3 out of the 4 talks to attend. The talks include representatives from arts careers, apprenticeship coordinators, finance and technology industry and local logistics and transport industry from Heathrow Airport.	Cycle 1
All students to take part in small workshops to help them decide GCSE subject options.	RANK Foundation candidate	Cycle 2
Online careers skills development through 'Be Ready' programme. Pupils build a 'locker' of skills development they have completed.	Pupils complete an e-learning soft skills course on Communication, Leadership, Teamwork and other soft skills. Modules are completed each cycle. An initial CV is written in Year 9 that they will develop over the next two years.	All
Provide an opportunity for students to take part in First Give project.	Pupils take part in volunteering, charity and group work to support First Give, coordinated by the Head of Year.	Cycle 2
Selected pupils complete 'Go 4 Set' project over 10 weeks with the Engineering Development Trust.	A STEM enrichment programme overseen by teachers and supported by volunteers from BP. Pupils work on a STEM-focused group project but also develop teamwork and project-based skills throughout the programme.	Cycle 2-3
Subject Specific Careers Curriculum	Pupils attend taught lessons focused on subject-specific careers. In Year 9 the focus is on MFL, Art, Geography, History and Religious Studies, to help inform their GCSE options choices. Pupils work on activities focused on specific job roles, informed by labour market information.	Cycle 2-3

Year 10: Endeavour

Activity	Description	Cycle
All students have multiple meaningful engagements with employers at Bright Futures Ahead Day	<p>During the school wide 'Bright Futures Ahead Day'. All pupils are off timetable during this day to focus on career development. They select 3 out of the 4 talks to attend.</p> <p>The talks include representatives from arts careers, apprenticeship coordinators, finance and technology industry and local logistics and transport industry from Heathrow Airport.</p>	Cycle 1
All students take part in a mock interview with external professional.	<p>Year 10 pupils prepare for a job interview for a specific role. They are given preparation time and support during a workshop before an afternoon interview with an external professional.</p> <p>All pupils are given individual feedback based on their interview.</p>	Cycle 1
All students attend Careers Fair event to meet employers, further education colleges, universities and apprenticeship providers.	Year 10s, along with their parents if they wish, attend the evening Careers Fair to encounter employers and further/higher education representatives.	Cycle 1
Students a part of NCOP attend a widening participation day at local university	Targeted pupils are given the opportunity to attend widening participation events at selected universities. The chosen pupils will visit Kingston University and one other contrasting University at some point during the year.	All
Students a part of NCOP attend a personal development day delivered by the Revolution Hive	NCOP pupils attend a personal branding and aspirations workshop day run by Revolution Hive.	Cycle 2
Online careers skills development through 'Be Ready' programme. Pupils build a 'locker' of skills development they have completed.	<p>Pupils complete an e-learning soft skills course on Communication, Leadership, Teamwork and other soft skills. Modules are completed each cycle.</p> <p>In year 10 their initial CV is developed and additional experiences they have achieved will be added.</p>	All

Students at risk of NEET provided with additional support through 1-1 sessions	Delivery coordinated by Innerscope.	Cycle 3
All students attend a residential at Cambridge University.	All pupils are given the opportunity to attend a residential at Cambridge University. This includes talks at the University focused on general Higher Education topics such as Student Finance, Widening Participation and the UCAS process.	Cycle 2
Subject Specific Careers Curriculum	<p>Pupils attend taught lessons focused on subject-specific careers. In Year 10 the focus is on Physics, Maths, English and Chemistry.</p> <p>Pupils work on activities focused on specific job roles, informed by labour market information.</p>	Cycle 2-3
Students attend a talk from ASK about apprenticeships		Cycle 2

Year 11: Aspire

Activity	Description	Cycle
All students have multiple meaningful engagements with employers at Bright Futures Ahead Day	<p>During the school wide 'Bright Futures Ahead Day'. All pupils are off timetable during this day to focus on career development. They select 3 out of the 4 talks to attend.</p> <p>The talks include representatives from arts careers, apprenticeship coordinators, finance and technology industry and local logistics and transport industry from Heathrow Airport.</p>	Cycle 1
All students take part in a mock interview with external professional.	<p>Year 10 pupils prepare for a job interview for a specific role. They are given preparation time and support during a workshop before an afternoon interview with an external professional.</p> <p>All pupils are given individual feedback based on their interview.</p>	Cycle 1
All students attend Careers Fair event to meet employers, further education colleges, universities and apprenticeship providers.	Year 10s, along with their parents if they wish, attend the evening Careers Fair to encounter employers and further/higher education representatives.	Cycle 1
All students complete one week work experience with a local employer.	Pupils are given the option to find their own work experience or one organised by the school. Various employers in many industries are available for real work experience placements for all Year 11s.	Cycle 1
Online careers skills development through 'Be Ready' programme. Pupils build a 'locker' of skills development they have completed.	<p>Pupils complete an e-learning soft skills course on Communication, Leadership, Teamwork and other soft skills. Modules are completed each cycle.</p> <p>In year 11 their final CV is developed and additional experiences they have achieved will be added, with a special focus on reflecting on BFA day in Cycle 1.</p>	Cycle 1-2
Subject Specific Careers Curriculum	Pupils attend taught lessons focused on subject-specific careers. In Year 11 the focus is on Biology, Music and Art.	Cycle 1-2

	Pupils work on activities focused on specific job roles, informed by labour market information.	
All students undertake one to one destination discussions with coaches or SLT.	Students are individually coached for support with their destinations choices. Pupils are given support for both identifying their destinations as well as support through application processes. Individualised support is developed based on pupils' needs and coaching for them is delivered by the Year 11 team and SLT.	All
Targeted support for students through the Innerscope project.	Remaining 3 sessions (targeted pupils)	Cycle 1-2
Ongoing support for students at risk of becoming NEET with independent advisor	Connexions coordinate support for pupils at risk of NEET or those who need additional support identifying post-16 destinations.	All
Pastoral focus on Destinations and Aspirations	Dedicated Form and pastoral time on topics related to destinations and aspirations including Student Finance, How to Apply to Schools/Colleges, Finding Apprenticeships. Open Days and experiences are highlighted to pupils on a regular basis.	All
ZoneIN Careers Fair	Pupils are risk of NEET and those needing support identifying destinations attend a trip to the ZoneIN careers fair, organised by Hounslow Borough Council to have additional meaningful encounters with employers that are a mixture of local and national.	Cycle 1

Year 12 & 13 Specialise

Activity	Description	Cycle
All students have multiple meaningful engagements with employers at Bright Futures Ahead Day	<p>During the school wide 'Bright Futures Ahead Day'. All pupils are off timetable during this day to focus on career development. They select 3 out of the 4 talks to attend.</p> <p>The talks include representatives from arts careers, apprenticeship coordinators, finance and technology industry and local logistics and transport industry from Heathrow Airport.</p>	Cycle 1
All students attend Careers Fair event to meet employers, further education colleges, universities and apprenticeship providers.	Year 12s, along with their parents if they wish, attend the evening Careers Fair to encounter employers and higher education representatives.	Cycle 1
Pupils attend a mock assessment centre	Pupils attend a workshop on BFA day focused on success at assessment centre interviews. Pupils are given the chance to practice and are given individual feedback.	Cycle 1
Career Ready Programme launched for targeted students.	<p>Pupils with aspirations towards Apprenticeships, Internships and those heading straight into the workplace post-18 are given the option to interview for Career Ready Plus.</p> <p>Successful applicants are given a volunteer professional mentor and attend a series of self-development workshops focused on self-branding, workplace skills development, interview preparation and applications.</p>	All
Career Ready Internships	Career Ready pupils are offered summer internships through a competitive application process. Various internships with local and national businesses are offered via partnership with Career Ready or the School.	Year 12 Cycle 3

NCOP University Visits and Subject Taster Days	NCOP offer subject-specific taster days at a variety of Universities. NCOP pupils plus additional pupils are given the opportunity to spend a day focused on specific subjects they may wish to study at university.	All
NCOP Cultural Events	NCOP offer a variety of cultural events and talks including exhibitions, museums and theatre visits where pupils will also meet specialists in those areas.	All
All students given support to plan two wider leaning weeks to visit universities and prospective employers.	Pupils are given two weeks at the end of the year to attend work experience, work visits, subject-specific taster days at universities or other meaningful industry visits.	Year 12 Cycle 2-3.
Year 12 students begin process of applying to UCAS, employment and apprenticeships for post-18 options.	Pupils are given PSHE lesson time to specify their aspirations and create a well-reasoned and specific list of destinations options for post-18. Pupils are then separated into broad groups based on similar aspirations and are given Team Reach lessons focused on building skills towards those aspirations.	Year 12 Cycle 2 onwards
Pupils attend UCAS Application Workshop	Year 12 pupils attend a workshop dedicated to understanding the UCAS process and are given a followup workshop to receive feedback on their personal statements. Coaches and the Sixth Form Pastoral team provide pupils with individual feedback to develop their UCAS applications.	Year 12 Cycle 3 – Year 13 Cycle 1
NCOP Pupils attend UCAS workshop.	NCOP pupils attend a widening participation focused workshop designed to provide additional support with their specific needs for their UCAS application. The workshop is focused on developing the NCOP pupils' applications to give them the best chance of success.	Year 12 Cycle 3
SPARK Work Experience Placement	SPARK offer a personal development and work placement programme to Year 12 pupils. Pupils are given a work experience day in local industry.	Year 12 Cycle 3
All students undertaking the Level 3 Health and Social Care qualification carry out a 5 one week long placements over the 2 years.	Organised by the school with external work experience provider Spark.	All
Scholar Studies Sessions	All pupils attend Scholar Studies sessions dedicated to the VESPA model. These sessions are focused on developing the pupils' academic	Year 12 Cycle 1-2

	skills and habits that they will require both for their stay at Reach Sixth Form and in higher education.	
Team Reach Sessions	Pupils are given a variety of different sessions focused on aspirations, life at university, student finance, current affairs and others to broaden their non-academic skills and knowledge.	All