



Range High School BTEC Employer Engagement Policy

Person responsible for Policy: Assistant Headteacher (14-19 Education)

Date of next review: September 2021 – Annual Review in line with the Quality Reviewer annual visit

RESPONSIBILITY FOR THIS POLICY REMAINS WITH THE HEADTEACHER

RANGE HIGH SCHOOL

KEY STAGE 5 BTEC - EMPLOYER ENGAGEMENT POLICY

RATIONALE

Partnerships with employers give students a direct insight into the world of work and working practices that motivate and inspire. They allow students to put knowledge and skills learnt in the classroom into practice. The term employer engagement covers all activities that:

- involve collaboration between subject areas, employers, and their employees
- will help enhance students' understanding of their subject-based curriculum
- will help develop further skills, knowledge and understanding of the subjects students are studying
- will help students experience the workplace first-hand, helping them to develop a wider skill base and to scaffold their next steps

All students benefit from employer engagement. Links with employers should be effective, efficient, relevant and mutually supportive.

Engagement activities should have clear learning outcomes, enabling Departments to assess the effectiveness of activities for students and employers. Activities should be subject to regular monitoring, evaluation and review.

(The Careers' programme supports the implementation of this policy including, for example, mock interviews with professionals in the field where appropriate, work experience and Careers Insight sessions.)

Aims:

- to enhance curriculum delivery
- to improve students' capabilities in relevant subject areas
- to develop and enhance students' skills, knowledge and understanding
- to motivate students by raising awareness of the relevance to the workplace of what students are learning in class.

Procedure

- For external activities related to employer engagement follow the school's trips and visits procedures including use of Evolve, (see Finance Director for further support).
- For external employers visiting school follow the school's procedure with regards to visitors including signing in, DBS checks and appropriate issue of appropriate lanyard.

(Safeguarding procedures and risk assessments must be observed at all times)

- Individual student involvement in employer engagement activities should be recorded.
- Employer engagement should be reviewed by those organising such activities, on an annual basis.