

Employer Information

Hanson Access Policy

Hanson uses the Gatsby Benchmarks as a guide to plan the CEIAG programme. As part of our commitment to informing our students of the full range of learning and training pathways on offer to them, we are happy to consider requests from training, apprenticeship and vocational education providers to speak to students. Hanson also proactively seeks to build relationships with these partners as we plan our CEIAG activities throughout the school year to ensure that providers have multiple opportunities to speak to students and their parents across years 7-13, to offer information on vocational, technical and apprenticeship qualifications and pathways. Opportunities for providers to speak with students may include school assemblies, employer and provider engagement events or opportunities to speak with students and parents on a one-to-one basis supporting GCSE, post 16 or post 18 option choices. Hanson's CEIAG programme is monitored for quality and impact by a member of the SLT – A. O'Neill (Student Progression and Director of Transition) and the programmes operative lead A Swaine (Student Progression and Careers Coordinator). The purpose of this is to monitor access and opportunities to engage with, technical, vocational and training providers. In the first instance, requests by providers for access to students should be sent to A. O'Neill at a.o'neill@hansonacademy.org.uk. All requests made should be with a minimum of 6 weeks' lead time and will be considered on the basis of; staffing availability to support the activity, clashes with other planned activity, trips or visits to the School, interruption to preparation for examinations or rooming and space availability to host the activity.

Benefits of Employers Working with Schools

The value that employers bring when they engage with schools is well evidenced - Research shows that young adults who have greater levels of contact with employers whilst at school are significantly less likely to become NEET (not in education, employment or training). Engagement with schools not only allows employers to add value to schools and the lives of young people, but that young people and schools in turn give huge value to employers.

There are a variety of benefits that employers relish when working with schools, especially those who work directly with our students; working with schools can help employees to develop their personal; and professional skills, boost their motivation and help to improve employee retention and business performance.

Working with schools also provides an opportunity to give something back to the community and make a positive contribution to society as a whole and support community cohesion. It also can increase the brand profile of the organisation and increase the positive image of the organisation within the local community.

Careers Programme Activity Examples

Employability Workshops - Students work directly with employers and businesses and will be immersed into the world of employment. Through masterclasses, such as CV writing and job interview skills the students will explore the key capabilities and employability skills that employers are looking for.

Career Panels – Employers have the opportunity to be asked a variety of questions from the students on a variety of subjects such as job history, experiences and key employment guidance.

Careers Fair - Students have the opportunity to explore a variety of external providers such as employers, further education providers and apprenticeship/traineeship providers. In the past we have had a range of attendees such as Bradford College, The Forces, Pro Elite Football Academy and McDonalds. This event is a great opportunity for employers and providers to speak to our students across a range of different age groups.

Enterprise Challenges – Students take part in fun and engaging activities that involve employers from a variety of job sectors. Employers in the past have set their own challenges for students to take part in during a full or half day.

For questions on Hanson's wider CEIAG programme or to get involved with the programme, then please contact the CEIAG programmes operative lead A Swaine at a.swaine@hansonacademy.org.uk or careers@hansonacademy.org.uk.