ACADEMIC INTERVENTIONS FOR KS4

YEAR 10

Subject Specific Tutor Groups for Maths, English and Science: Targeted pupils to receive extra support in their core subjects.

Year 10 Community & Career Mentoring Programme: Our Year 10 Mentoring Programme pairs pupils with a diverse network of trusted external adults to build confidence, support emotional wellbeing, and develop strong oracy and communication skills.

By starting early in Key Stage 4, we give pupils the time and space to build meaningful, professional relationships across generations, mirroring the real-world interactions they will experience in further education and the workplace.

Format

- **Tailored Mentor Matching:** Every pupil is carefully matched with a mentor based on their individual needs, interests, and aspirations. Our mentoring cohort brings together a rich cross-section of our community, including:
    - Local Further Education (FE) providers
    - Local business representatives
    - Hollingworth Academy alumni
    - Community volunteers
    - Specialist SEND staff and independent careers advisers

- **Consistency & Continuity:** Pupils work with the same mentor throughout the entire academic year, attending five dedicated sessions (approximately one per half term). This consistent pairing allows genuine trust and rapport to flourish.
- **Wellbeing & Oracy Focus:** Unlike academic tutoring, these sessions are intentionally not designed to scrutinise attendance, homework, revision, or GCSE targets. Instead, they provide a safe, low-stakes space for pupils to check in on their wellbeing, share their perspectives, and practice communicating clearly and confidently with adults outside of their immediate family and teaching staff.

Safeguarding & Pupil Welfare

All mentors receive clear induction guidance, a structured conversation toolkit, and robust safeguarding briefings prior to meeting with pupils. Mentors are trained to recognise potential safeguarding or wellbeing concerns and follow strict reporting protocols to pass information directly to our DSL and pastoral team, ensuring swift, coordinated support for every learner.

Impact

This programme directly supports our Personal Development curriculum and demonstrates our proactive approach to preparing learners for life by:

- **Building Cultural Capital & Oracy:** Equipping young people with the spoken communication skills and social confidence needed for interviews, workplaces, and adult life.
- **Supporting Mental Health & Resilience:** Providing an additional layer of non-judgmental pastoral check-ins during a pivotal transition year.

- Strengthening Community Links: Connecting our academy directly with local employers, alumni, and post-16 providers to broaden pupils' horizons.

Pathfinders Group Working with Local Trades: Pathfinders is a targeted, 39-week employer mentoring programme designed to build social capital, challenge industry stereotypes, and create clear progression routes into construction for our most disadvantaged learners, specifically Pupil Premium pupils, SEND pupils, & female pupils who are studying L2 Construction.

Format (The "Brew & a Butty" Approach)
Every Tuesday morning, pupils swap the formal classroom for an informal breakfast brew and a butty alongside industry guests. Removing the traditional school dynamic lowers barriers and appeals directly to learners who thrive in practical, adult environments.

- **Workplace Etiquette & Preparation:** Pupils research visiting employers in advance and are explicitly coached on how to meet, greet, introduce themselves, hold small talk, and lead a formal Q&A.
- **Representation & Role Models:** We actively challenge gender and background stereotypes through strong female industry representation, alongside current apprentices and school alumni who share relatable, honest accounts of their career journeys.
- **Post-16 & FE Progression:** We also collaborate closely with Further Education (FE) providers to map out clear post-16 training, T-Level, and apprenticeship pathways into the trade.

Industry Partnerships & CSR Impact
Led by our main sponsor, The Casey Group, our growing network of partners includes Willmott Dixon, Vistry, H Bell & Sons, and Bethell (among many others). By aligning directly with their Corporate Social Responsibility goals, the programme delivers tangible value for both pupils and the school:

- **Enrichment & Skills:** In-school practical workshops, live design challenges, and funded site visits.
- **Departmental Resourcing:** Donated construction materials and branded PPE for our workshops.

Gatsby Alignment: Directly evidences Gatsby Benchmarks 2, 4, 5, 6, and 7 through sustained, multi-employer encounters, workplace experiences, FE progression links, and targeted inclusion for disadvantaged and underrepresented cohorts.

Year 10 Parents' Evening: Meet with subject teachers and discuss your child's progress in their GCSEs and leave with a plan for how your child can succeed in their GCSEs.

YEAR 11

Subject Specific Tutor Groups for The Majority of Subjects: All pupils to receive extra support in targeted subjects providing 50+ hours of additional time with subject specialists.

Year 11 Strategy Evening with Parent/Carers to Outline the Plans for Year 11: Receive key information on how to support your child through Year 11.

Year 11 Revision Starter Pack: All pupils are given a revision starter pack in October to support them in preparing for their exams.

Period 6 Lessons Throughout the Academic Year: From January pupils will begin timetabled period 6 lessons providing 30+ hours of additional time with subject specialists.

Online Revision Sessions: An opportunity for subject specialists to provide additional support for pupils at key times throughout the year.

Holiday Revision Sessions: An opportunity for extended time with subject specialists.

Saturday School: A chance to spend extended time with subject specialists on subjects leading up to exams in the summer.

Revision Sessions the Day Before Each Summer Exam: A vital opportunity for face-to-face revision with subject specialists the day before each exam.

Morning Revision Sessions Before Each Exam: An opportunity for 30 minutes with a subject specialist directly before entering the exam.

Breakfast and Water Provided Before Every Exam: This will ensure pupils are well fed and able to focus on their exam.

Dropdown Days in Coursework and Practical Based Subjects: A vital time for pupils to spend extended time on their work leading up to component deadlines.

Weekly Assemblies on How to Make Year 11 A Success: Invaluable guidance from staff with experience of taking Year 11s through their GCSEs.

Year 11 Post-16 Transition & Destinations: A structured, multi-year post-16 transition programme aligned with the Gatsby Benchmarks and Provider Access Legislation (Baker Clause) ensures every Year 11 pupil secures an appropriate, sustained placement in Further Education, an apprenticeship, or employment with accredited training.

1. Progressive Curriculum & Early Awareness (Years 8–11)

- **RISE Curriculum Integration:** Dedicated Pathways Lessons are delivered across Years 8, 9, and 10 via the RISE curriculum, ensuring pupils understand qualification levels and routes, including A-Levels, T-Levels, BTECs, and apprenticeships, prior to Year 11.
- **National T-Levels Week:** The school marks National T-Levels Week annually to raise awareness of technical education routes and industry placements.
- **Progressive Provider Encounters (Gatsby Benchmark 7):** Pupils meet local FE colleges, sixth forms, and training providers at whole-school careers fairs in Years 8, 9, and 10 before attending a dedicated, timetabled Year 11 FE Fair.
- **Pathways Information Evening:** Year 11 pupils and their parents/carers are invited to an evening event detailing post-16 qualification pathways and providing direct access to local FE providers.
- **Open Event Communications:** Open evening dates and provider deadlines are published centrally on Google Classroom, displayed on digital screens across the school, and emailed directly to parents/carers.

2. The Year 10 & Year 11 Post-16 Destination Programme

- **Live Virtual Assemblies:** Over a two-week period, Year 10 and Year 11 tutor groups participate in daily 20-minute live virtual assemblies delivered by local FE providers. Sessions cover course structures, campus facilities, pupil support packages, and application procedures.
- **Dedicated Application Form Time:** Following the virtual assemblies, tutor groups are allocated two weeks of computer access during form time (totalling 3 hours) to research courses and submit post-16 applications with tutor oversight.
- **Centralised Digital Hub:** All application links, provider prospectuses, and step-by-step guidance are hosted on Google Classroom to streamline the application process.
- **Application Tracking & Quality Assurance:** The Careers Team maintains a central log of all pupil applications to verify that choices align with each pupil's academic profile and career ambitions, supporting long-term placement sustainability.

3. Direct Application Support & Targeted Intervention (Gatsby Benchmarks 3 & 8)

- **Personal Guidance (Gatsby Benchmark 8):** 100% of Year 11 pupils attend at least one formal 1-to-1 guidance interview with a Level 6 qualified Careers Adviser, resulting in an individualised written Action Plan shared with parents/carers.
- **Drop-In Clinics & Computer Suite Access: Local** FE providers attend informal lunchtime drop-in sessions in school to answer pupil queries. Additionally, a supervised computer suite is made available for pupils requiring technical or practical assistance to complete applications, CVs, and letters of application.
- **Facilitated FE Interviews:** Where providers conduct admissions interviews on-site or remotely during the school day, the school coordinates logistics and facilitates attendance.
- **Targeted Support for Vulnerable Cohorts (Gatsby Benchmark 3):** Pupil Premium (PP) and SEND pupils are invited to dedicated application workshops run in partnership with FE providers for in-depth, 1-to-1 application support. High-priority learners identified via the Risk of NEET Indicator (RONI) also receive accompanied provider visits and early liaison with post-16 pastoral and SEND teams.
- **Application Monitoring & Mandatory Intervention:** Application progress is monitored continuously. Where applications are incomplete, parents/carers are contacted directly. Pupils who have not submitted applications by internal deadlines undergo mandatory intervention led jointly by the Careers Team and the Pastoral Team.

4. GCSE Results Day & Post-Results Destination Tracking

- **Results Day Triage:** The Careers Leader and Careers Adviser are stationed on-site on GCSE Results Day to assist pupils whose grades differ from conditional offer requirements, liaising directly with local FE admissions teams to secure alternative placements.
- **Vacancy Matching:** Support is provided for pupils seeking late-entry apprenticeships, traineeships, or supported internships.
- **Enrolment Audit & 48-Hour Rapid Response:** Following Results Day, the school issues a destination verification form to all Year 11 families. Any pupil reported as unplaced or without a confirmed September start receives direct contact from the Careers Team within 48 hours to arrange emergency guidance and placement brokering.
- **Statutory Reporting & Evaluation:** Intended and actual enrolment data is verified in September/October to meet Local Authority statutory reporting duties (September Guarantee and Activity Survey). Sustained destination data is tracked for three years post-leaving and reviewed annually by the Senior Leadership Team and the Link Governor for Careers.

Mock Interviews: Preparing for the Future: Every pupil with meaningful encounters with employers and further education providers (Gatsby Benchmarks 5 and 7), all Year 10 and Year 11 pupils participate in a formal Mock Interview Day. These events are facilitated by our dedicated network of local business volunteers, Further Education (FE) partners, school alumni, governors, and members of the wider community.

Preparation and Skill Development

Mock interviews are specifically designed to develop our pupils' communication and oracy skills, building the confidence they need to articulate their strengths in a professional setting.

- **Holistic Preparation:** For a full week prior to the event, pupils work closely with their form tutors to complete a preparation pack. Rather than focusing solely on target or predicted grades, this pack encourages pupils to reflect on their transferable skills, extracurricular enrichment activities, and who they are as an individual.
- **Tutor Time Practice:** Pupils actively practise their responses and interview etiquette during tutor time in the lead-up to the day.
- **Tailored Support:** To ensure the experience is fully inclusive, selected PP and SEND pupils are invited to a dedicated pre-interview workshop. This familiarises them with the format and environment, removing barriers and reducing pre-interview anxiety.

Inclusive Scheduling

Every pupil is allocated a bespoke time slot for their interview. We schedule these strategically based on individual need; our most vulnerable learners, including SEND and PP pupils, are prioritised for the earliest slots of the day. This ensures they experience minimal waiting time, reducing potential anxiety, and meet with interviewers while our volunteers are at their highest levels of energy and attentiveness.

The Interview & Feedback Loop

- **1-to-1 Encounters:** Each pupil engages in a 15-minute formal interview with an external volunteer.
- **Bespoke Feedback:** Immediately following the conversation, the interviewer spends 5 minutes writing personalised feedback, highlighting two key strengths and one constructive area for development.
- **Same-Day Reflection & Home-School Links:** All written feedback is collated and returned to pupils during their afternoon tutor period on the very same day. To extend the learning beyond the classroom, we email parents and carers directly to notify them that the feedback has been distributed, encouraging meaningful conversations at home about their child's next steps.

Safeguarding and Wellbeing

All visiting volunteers receive a comprehensive safeguarding briefing prior to meeting pupils. Should an interviewer identify any safeguarding or wellbeing concern during a conversation, a clear reporting protocol is in place to ensure this is escalated immediately to our Pastoral and Safeguarding Team on the same day.

Question Level Analysis for Mock Exams: A breakdown of how your child has done in each area of each subject, so they know what key areas to focus their revision on.

Year 11 Parents Evening: Meet and discuss your child's progress in their GCSEs and leave with a plan for how your child can succeed in their final 6 months at Hollingworth.