SOLIHULL

Futures Policy

Owner:	Senior School Deputy Head: Academic
Reviewer:	Senior School: Director of Futures; Prep School: Prep School Deputy Head (Academic)
Last Reviewed:	March 2026

Version 2

Introduction

Solihull School recognises that an effective Futures Department can help to prepare pupils to make important decisions and manage key transitions, both within an educational context and beyond.

This policy document sets out Solihull School's arrangements for the provision of Careers education, information, advice, and guidance (CEIAG).

Solihull School Futures Department: Policy

Senior School

1. Aims and Objectives

Solihull Senior School's Futures Department aims to:

- Offer independent and impartial advice by our Director of Futures, supported by members of the Futures Department
- Equip pupils to make informed choices at key transition points.
- Encourage pupils to explore a wide range of career aspirations throughout their time at school.
- Support pupils as they explore what education and/or training is necessary to achieve their career aspirations.
- Facilitate meaningful encounters with local and national employers.
- Promote equality of opportunity through challenging stereotypes

2. Pupil Experience

During their time at Solihull Senior School, all pupils can expect to be able to:

- Receive support from the Futures Department when making options choices. This can include but is not limited to: whole-year-group presentations on the academic option choices available, and the impact of these choices on post-16 and post-18 pathways; one-to-one meetings with our Director of Futures or member of the Futures Department, during which individual pupil option choices are discussed, alongside individual attainment grades, and post-school education and career aspirations.

- Receive support from the Futures Department when researching and making applications for university and/or apprenticeships. This can include, but is not limited to: whole-year-group presentations on the various post-18 pathways available; a Post-18 Pathways Evening, at which LVI students and parents hear from representatives from university admissions and alumni who have participated in a degree apprenticeship programme, and receive guidance on the university admissions process and student finance; UCAS Days during which students participate in UCAS Personal Statement workshops and a UCAS subject carousel; UCAS support sessions, at which a member of the UCAS Team is available to provide one-to-one support with UCAS applications; protected curriculum time in the Summer Term of LVI for students to begin their UCAS applications; publicity of, and permission to attend (a maximum of 3 during school hours), university Open Days; individual support to narrow down choices pre-application, and to strategically select Firm and Insurance Choices post-application, given current A Level predicted outcomes; individual meetings to support students considering applying for degree apprenticeships, including support

for all aspects of the application process, including preparation for assessment centres.

- Receive current and unbiased information on future learning, training, and career options, through meaningful encounters with a representative from the world of work and/or education providers. This can include, but it not limited to: twice-termly 'Futures Weeks' for pupils in Lower and Middle Schools, during which form tutors deliver sessions on Unifrog (SoW available here:); weekly Unifrog sessions for students in Lower Sixth, during which form tutors deliver sessions on Unifrog; Optional Futures Friday Seminars, which take place frequently throughout term time, and provide opportunities for pupils to hear from representatives from the world of work and to take part in meaningful Q&A sessions. These are open to all pupils, although some may be year-group specific; Futures Saturday Masterclasses, which take place termly and are open to all pupils, although some may be year-group specific, and which allow for a deeper-dive into the world of work than is possible during a standard Futures Friday Seminar; Regular Futures Newsletters are sent to all pupils and parents, with each being a collation of information from employers and universities across the UK, and include a weekly 'job of the week', labour market information, and spotlights on employers and UK universities.

- Receive a 1-1 meeting with the Director of Futures, or member of the Futures Department, at key points.

    - All pupils in the Upper Fifth Form receive a Post-16 Future Pathways Meeting during the Spring Term, which is designed to support decision making around their post-16 options, to include, but not limited to: discussions on the most appropriate programme of post-16 study, in conjunction with projected academic attainment; discussions on the most appropriate academic subjects, in conjunction with projected academic attainment, post-18 education and career aspirations.

    - All pupils in the Lower Sixth Form receive a Post-18 Pathways Meeting during the Summer Term, which is designed to support decision making around their post-18 options, to include, but not limited to: discussions on the most appropriate post-18 pathway; discussions on academic and vocational courses available to, and suitable for, the student, in conjunction with projected academic attainment and career aspirations; discussions on apprenticeship opportunities versus the traditional degree route, and how to access them.

    - All pupils in the Upper Fifth Form receive psychometric testing, full report and explanation thereof, to support education and career choices. This takes place during the Winter Term of the Upper Fifth Form, via the Morrisby Online Careers Platform: https://www.morrisby.com/.

3. Parental Involvement

Solihull School is keen to foster parental involvement in the Futures programme, via – but not limited to:

- Meetings with the Director of Futures, with or without the pupil present, available on request
- Evening events throughout the school year, both specific Futures events and wider school events, including key parents' evenings
- Invitation to Futures Friday Seminars

- Requests to become Career Mentors
- Invitations to sign up to the Solihull Community online alumni network

Prep School

1. Aims and Objectives

Solihull Prep School aims to:

- Encourage pupils to explore a wide range of future aspirations throughout their time in the Prep school.
- Support pupils as they explore what skills, subjects and qualities would help them to achieve their prospective future aspirations.
- Facilitate meaningful encounters with a range of professions, including people who help us.
- Promote equality of opportunity through challenging stereotypes

2. Pupil Experience

At Solihull Prep School we believe in fostering a holistic educational experience that extends beyond traditional academic subjects. Our commitment to preparing pupils for a successful future starts from a young age, and our Futures provision for 3–11-year-olds is designed to ignite curiosity, instill essential life skills, and plant the seeds for a lifelong love of learning.

Early Exposure to a Variety of Professions:

- We recognise the importance of introducing children to a diverse array of professions at an early age and across the curriculum. Through interactive activities, age-appropriate workshops, and engaging classroom discussions, our pupils gain exposure to various future careers, broadening their understanding of the world of work.

Encouraging Curiosity and Exploration:

- We integrate career-related themes into our curriculum, enabling pupils to connect their learning to real-world applications. Exciting projects, guest speakers, and educational outings regularly provide tangible experiences that ignite passion and curiosity about future possibilities.

Development of Key Skills:

- Building essential skills is fundamental to our approach. From communication and teamwork to problem-solving and creativity, we weave these skills into the fabric of everyday learning. Our pupils engage in activities that not only align with their current studies but also lay the foundation for the skills needed in the ever-evolving workplace. We focus strongly on building resiliency and perseverance (our school motto), which will be essential to their success in life.

Career Aspirations and Goal Setting:

- We encourage pupils to dream big and set goals for their future. Through age-appropriate future career aspiration exercises and conversations, students begin to articulate their interests and aspirations. Teachers, in collaboration with parents, play

a pivotal role in nurturing these aspirations and providing guidance on the steps needed to achieve them.

Activities include, but are not limited to:

- Author and dentist visits
- In EYFS, learning about careers through Topic specific links e.g., astronauts, vets, palaeontologists, and people who helps us (doctors, nurses, firefighters, etc)
- A biennial Creativity Week across the entire curriculum, with links to various professions in all subjects
- Biennial Future Careers Event (see below)
- Careers linked to the curriculum. For example, journalistic writing (English), motorised vehicles (Design Technology), a chocolate themed marketing project (Maths)

3. **Parental involvement**

We recognise the importance of a collaborative approach in shaping a child's understanding of careers. Regular communication with parents, school alumni and involvement of the community allow us to create a supportive network that reinforces the messages and lessons learned in the classroom. We hold a biennial Future Careers Event for I2 to J4 whereby parents, alumni and other members of the community are invited to speak with pupils about their profession and careers to date. This is carefully monitored to ensure a balance of experiences.