

CAREERS AND GUIDANCE STRATEGY 2020 - 2021

THE CHAMPION SCHOOL'S VISION FOR CAREERS:
We are continually developing our Careers Programme to provide students with opportunities in line with Government guidelines.

KEY STAGES 3 AND 4

At Key Stage 3, this includes careers library research with an aim to raise pupil aspirations, exploring stereotypes in the workplace, researching the history of the workplace and developing personal, social and employability skills. Assemblies and a parent and pupil information evening on choosing options are also provided. This includes an Options Evening in Year 9.

At Key Stage 4, pupils continue research into careers and pathways into the Sixth Form, colleges and higher education. This is supported by a Parent Information Evening, assemblies on apprenticeships and A-level/BTEC options and an A-level/BTEC Options Evening for parents and pupils. Individual interviews are held with an independent careers practitioner, who also provides guidance on apprenticeships. Students are also invited to attend the Post 16 day for Year 11 students organised by the Local Authority.

KEY STAGE 5

At Key Stage 5, a series of careers lectures are delivered from universities and employers. Some of these lectures, together with form time, are devoted to the topic of UCAS applications and interview skills. There is also a UCAS evening event and special assemblies organised with Recruiting Agencies.

In addition, Year 12 has a Careers Day involving specialist careers advisors and schools' officers from Universities. We also invite approximately 50 former students to come and talk to groups during the day about career pathways and progression.

The **Gatsby Benchmarks** set out a framework for schools to deliver 'good careers guidance' to their pupils. The benchmarks below are fully implemented into our strategy.

1. A stable careers programme	Every school should have an embedded programme of career education and guidance that is known and understood by students, parents, teachers, governors and employers.
2. Learning from career and labour market information	Every student, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.
3. Addressing the needs of each student	Students have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each student. A school's careers programme should embed equality and diversity considerations throughout.
4. Linking curriculum learning to careers	All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.
5. Encounters with employers and employees	Every student should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities, including visiting speakers, mentoring and enterprise schemes.
6. Experiences of workplaces	Every student should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities and to expand their networks.
7. Encounters with further and higher education	All students should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.
8. Personal guidance	Every student should have opportunities for guidance interviews with a Careers Adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made.

	HALF TERM 1 (SEPTEMBER – OCTOBER)	HALF TERM 2 (NOVEMBER – DECEMBER)	HALF TERM 3 (JANUARY – FEBRUARY)	HALF TERM 4 (FEBRUARY – MARCH)	HALF TERM 5 (APRIL – MAY)	HALF TERM 6 (JUNE – JULY)
YEAR 7	Careers at form time – employability skills. Careers Library.	Careers at form time – employability skills. Careers Library.	Careers at form time – employability skills. Careers Library.	Careers at form time – employability skills. Careers Library. National Science Week.	Careers at form time – employability skills. Careers Library.	Careers at form time – employability skills. Careers Library.
YEAR 8	Careers at form time – employability skills. Careers support session.	Careers at form time – employability skills. Careers support session.	Careers at form time – employability skills. Careers support session.	Careers at form time – employability skills. Careers support session. National Science Week.	Careers at form time – employability skills. Careers support session.	Careers at form time – employability skills. Careers support session.
YEAR 9	Careers at form time – employability skills. Careers support session.	Careers at form time – employability skills. Careers support session.	Careers at form time – employability skills. Careers support session. Enterprise Day – exploring careers.	Careers at form time – employability skills. Careers support session. National Science Week.	Careers at form time – employability skills. Careers support session. Options evening	Careers at form time – employability skills. Careers support session.
YEAR 10	Careers at form time – employability skills. Careers support session. Duke Of Edinburgh – ongoing (select students)	Careers at form time – employability skills. Careers support session.	Careers at form time – employability skills. Careers support session.	Careers at form time – employability skills. Careers support session. National Science Week.	Careers at form time – employability skills. Careers support session. 1-2-1 Careers advice.	Careers at form time – employability skills. Careers support session. 1-2-1 Careers advice. Accompany a family member to work - TBC
YEAR 11	Careers at form time – employability skills. Careers support session. FE/Post 16 event. 1-2-1 Careers advice. Duke Of Edinburgh – ongoing (select students)	Careers at form time – employability skills. Careers support session. 1-2-1 Careers advice.	Careers at form time – employability skills. Careers support session. 1-2-1 Careers advice.	Careers at form time – employability skills. Careers support session. 1-2-1 Careers advice. National Science Week.	Careers at form time – employability skills. Careers support session.	Careers at form time – employability skills. Careers support session.
YEAR 12	HE/Apprenticeship/Careers Fair Duke Of Edinburgh – ongoing (select students)	Ad hoc careers interviews	BTEC groups work experience. Ad hoc careers interviews	Unifrog Presentation UCAS (inc. Law, Medicine and Oxbridge) / Apprenticeship / Job advice and guidance uploaded to Moodle	Unifrog (ongoing) UCAS (inc. Law, Medicine and Oxbridge) / Apprenticeship / Job advice and guidance uploaded to Moodle	Accompany a family member to work - TBC UCAS workshop (inc. Personal Statement) also for Medics and Oxbridge candidates Careers Day. Unifrog (ongoing)

YEAR 13	UCAS / CVs in form periods	UCAS /CVs in form periods	Unifrog (ongoing)	Unifrog (ongoing)	Unifrog (ongoing)	Unifrog (ongoing)
	Unifrog (ongoing)	Unifrog (ongoing)	Study Abroad Presentation (Astarfuture)	Preparing for university / Apprenticeship / Job advice and guidance uploaded to Moodle	Preparing for university / Apprenticeship / Job advice and guidance uploaded to Moodle	Preparing for university / Apprenticeship / Job advice and guidance uploaded to Moodle
	Ad hoc careers interviews	Ad hoc careers interviews External Speaker 'Realities of recruitment'	Ad hoc careers interviews			