



Educating our Community for Success
ECS Whole school Careers Guidance and Development Plan

Rational: As part changes to 6th form provision and government guidelines there is a requirement to deliver careers from year seven through to year 13. To comply with OFSTED requirements this whole school plan will take into account the eight Gatsby benchmarks.

Aims:

- 1. To develop a careers flightpath for Y7 to Y14.**
- 2. To motivate and give students a better understanding of the wider world of work**
- 3. The opportunity for students to understand how school is linked to industry**
- 4. To develop the opportunity for students to encounter both employers and higher educational establishments**

Gatsby Benchmark 1 - A Stable Careers Programme

Gatsby Benchmark 2 - Learning from Career and Labour Market Information

Gatsby Benchmark 3 - Addressing the needs of each pupil

Gatsby Benchmark 4 - Linking Curriculum Learning to Careers

Gatsby Benchmark 5 - Encounters with employers and employees

Gatsby Benchmark 6 - Experience of workplaces

Gatsby Benchmark 7 - Encounters with Further and Higher Education

Gatsby Benchmark 8 - Personal Guidance

Link to SPP

Working together to further improve attainment, achievement and progress of pupils
 Working together to further improve pupil's attitudes towards learning, behaviour and attendance

Year Group	Actions	How to Deliver	Who	When	Gatsby Benchmark
Year Seven	<ul style="list-style-type: none"> Assembly to introduce the students to the careers advisor and careers plan for their year group. Deliver a presentation guiding them through the registration and login process for the careers website. 	Assembly	Careers Advisor	Spring Term	Gatsby Benchmark 1 - A Stable Careers Programme
	<ul style="list-style-type: none"> Give all students access to an independent and impartial careers information utilising a career's website (e.g., Start Profile). Students to be given the instruction presentation giving details on how to complete their personal profile as homework. This will be their first introduction to understanding about different career opportunities. They will continue to research and develop this over the year. The objective is to raise awareness by gaining information. Careers Lesson - Barclays Life Skills SEND student lesson plan on Listening and communication. 	Tutor time and homework	Careers Advisor /tutor teams	Spring Term	Gatsby Benchmark 1 - A Stable Careers Programme, Gatsby Benchmark 2 - Learning from Career and Labour Market Information & Gatsby Benchmark 3 - Addressing the needs of each pupil.
		Tutor time	Careers Advisor to supply lesson plan, teaching staff to deliver.	Spring & Summer Term	Gatsby Benchmark 3 - Addressing the needs of each pupil. Gatsby Benchmark 4: Linking Curriculum Learning to Careers

<p>Year Eight</p>	<ul style="list-style-type: none"> • Assembly to introduce the students to the careers advisor and careers plan for their year group. Deliver a presentation guiding them through the registration and login process for the careers website. • Options Process - deliver presentation to students linking GCSE options to careers. Provide information for the options booklet that includes information on industries with links to labour markets. 	<p>Assembly</p> <p>Assembly/Tutor time</p>	<p>Careers Advisor</p> <p>Careers Advisor & Year 8 Progress Lead/tutors</p>	<p>Spring Term</p> <p>Spring Term</p>	<p>Gatsby Benchmark 1 - A Stable Careers Programme</p> <p>Gatsby Benchmark 1 - A Stable Careers Programme, Gatsby Benchmark 2 - Learning from Career and Labour Market Information</p>
	<ul style="list-style-type: none"> • Careers Talks – Workshops on employability skills learning how to develop life skills that can be transferred to different careers, this would be delivered by employers such as the Ministry of Defence. Labour market awareness would be delivered by employers such as CGI. • Give all students access to an independent and impartial careers information utilising a career’s website (e.g., Start Profile). Students to be given the instruction presentation giving details on how to complete their personal profile as homework. Students will have access to research information and videos on how to choose the right GCSE option including how they are linked to careers. The objective is to raise awareness by gaining information. 	<p>Career’s week assembly</p> <p>Online</p>	<p>Careers Advisor & External Providers</p> <p>Careers Advisor</p>	<p>Spring Term</p> <p>Spring Term</p>	<p>Gatsby Benchmark 2 - Learning from Career and Labour Market Information, & Gatsby Benchmark 5 - Encounters with employers and employees.</p> <p>Gatsby Benchmark 1 - A Stable Careers Programme, Gatsby Benchmark 2 - Learning from Career and Labour Market Information & Gatsby Benchmark 3 - Addressing the needs of each pupil.</p>

	<ul style="list-style-type: none"> Higher Education visits to Russell Group universities such as King's College London. Careers Group Interviews giving students advice on careers and understanding how their GCSE options can affect their future careers. Insight days at workplaces to companies such as CGI that offer different career paths. 	<p>Enrichment day or careers week</p> <p>Career's week</p> <p>Career's week/visits</p>	<p>Careers Advisor & Year 8 Progress Lead/tutor team</p> <p>Careers Advisor</p> <p>Careers Advisor</p>	<p>Spring & Summer Term</p> <p>Spring Term</p> <p>Summer Term</p>	<p>Gatsby Benchmark 7 - Encounters with Further and Higher Education</p> <p>Gatsby Benchmark 8 - Personal Guidance</p> <p>Gatsby Benchmark 6 - Experience of workplaces</p>
	<ul style="list-style-type: none"> Careers in Curriculum employers talks/ videos showing how STEM subjects can be used in different jobs. 	<p>Assembly/Tutor time/ Career's week</p>	<p>Careers Advisor & External Providers</p>	<p>Summer Term</p>	<p>Gatsby Benchmark 4: Linking Curriculum Learning to Careers</p>
Year Nine	<ul style="list-style-type: none"> The Brilliant Club works with schools and universities across the UK. They mobilise the PhD community to support students who are less advantaged to access the most competitive universities and succeed when they get there. Assembly to introduce the students to the careers advisor and careers plan for their year group. Deliver a presentation guiding them through the registration and login process for the careers website. Careers 1:1 Interviews, to specific students identified as needing independent and impartial careers advice. 	<p>Y9 SM's lead visits</p> <p>Assembly</p> <p>One to one interview as needed</p>	<p>AG & T coordinator/ Careers Advisor</p> <p>Careers Advisor</p> <p>Careers Advisor</p>	<p>Spring Term</p> <p>Spring Term</p> <p>Autumn, Spring & Summer Term</p>	<p>Gatsby Benchmark 7 - Encounters with Further and Higher Education & Gatsby Benchmark 4: Linking Curriculum Learning to Careers</p> <p>Gatsby Benchmark 1 - A Stable Careers Programme</p> <p>Gatsby Benchmark 8 - Personal Guidance</p>

	<ul style="list-style-type: none"> • Give all students access to an independent and impartial careers information utilising a career’s website (e.g., Start Profile). Students to be given the instruction presentation giving details on how to complete their personal profile as homework. They will be researching and completing activities to help them learn about the importance of skills and how they can be transferred to use in different industries. The objective is to raise awareness by gaining information. 	Online	Careers Advisor	Spring Term	Gatsby Benchmark 1 - A Stable Careers Programme, Gatsby Benchmark 2 - Learning from Career and Labour Market Information & Gatsby Benchmark 3 - Addressing the needs of each pupil.
	<ul style="list-style-type: none"> • Careers Talks – Workshops on finance, employability skills, labour market awareness from banks such as HSBC. • Higher Education visits to universities such as Queen Mary University of London and Middlesex University. • Visits to Workplaces that are STEM based such as SharkNinja. • Careers Notices via SMHW informing students of available upcoming opportunities. 	Careers week/Assembly	Careers Advisor & External Providers	Spring & Summer Term	Gatsby Benchmark 2 - Learning from Career and Labour Market Information, & Gatsby Benchmark 5 - Encounters with employers and employees
		Specific groups to visit	Careers Advisor/ SM’s	Spring & Summer Term	Gatsby Benchmark 7 - Encounters with Further and Higher Education
		6 students to visit	Careers Advisor/SM	Spring & Summer Term	Gatsby Benchmark 6 - Experience of workplaces
		Online	Careers Advisor	Autumn, Spring & Summer Term	Gatsby Benchmark 1 - A Stable Careers Programme

<p>Year Ten</p>	<ul style="list-style-type: none"> • Assembly to introduce the students to the careers advisor and careers plan for their year group. Deliver a presentation guiding them through the registration and login process for the careers website. • The Diana Mentoring Programme - volunteer employers will mentor and share professional advice and guidance, plus providing careers skills training. • RISE Programme - will showcase skills and attributes pupils need in the workplace, through a curriculum linked carousel of challenges that will test and engage students a to work collaboratively and in ways that are both familiar to a classroom and relevant to the workplace. 	<p>Assembly/ Online</p> <p>22nd Feb runs one hour a week for 12 weeks for 20 students from each campus</p> <p>22nd Feb (8.35 am till 12.05 pm) Select Number of students TBC.</p>	<p>Careers Advisor</p> <p>Volunteer Mentors with support from Careers Advisor</p> <p>STEM coordinator/ Careers Advisor & external providers</p>	<p>Spring Term</p> <p>Spring Term</p> <p>Spring Term</p>	<p>Gatsby Benchmark 1 - A Stable Careers Programme</p> <p>Gatsby Benchmark 1 - A Stable Careers Programme, Gatsby Benchmark 2 - Learning from Career and Labour Market Information, Gatsby Benchmark 5 - Encounters with employers and employees</p> <p>Gatsby Benchmark 2 - Learning from Career and Labour Market Information, Gatsby Benchmark 5 - Encounters with employers and employees & Gatsby Benchmark 2 - Linking curriculum learning to careers.</p>
	<ul style="list-style-type: none"> • Give all students access to an independent and impartial careers information utilising a career’s website (e.g., StartProfile). Students to be given the instruction presentation giving details on how to complete their personal profile as homework. Learn about employability skills, information on their next steps into careers, research what specific jobs would entail. • Visits to Workplaces such as an RAF base showing all the different types of careers that are available working for a large organisation. 	<p>Online</p> <p>Careers week/Visits</p>	<p>Careers Advisor</p> <p>Careers Advisor/ SMs</p>	<p>Spring & Summer Term</p> <p>Summer Term</p>	<p>Gatsby Benchmark 1 - A Stable Careers Programme, Gatsby Benchmark 2 - Learning from Career and Labour Market Information & Gatsby Benchmark 3 - Addressing the needs of each pupil.</p> <p>Gatsby Benchmark 6 - Experience of workplaces</p>

	<ul style="list-style-type: none"> Higher Education visits to universities such as University of Cambridge and Herefordshire University. Virtual Work Experience delivered through AccessHE and Start Profile. The Brilliant Club works with schools and universities across the UK. They mobilise the PhD community to support students who are less advantaged to access the most competitive universities and succeed when they get there. Careers 1:1 Interviews, to specific students identified as needing independent and impartial careers advice. Careers Notices via SMHW informing students of available upcoming opportunities. 	<p>Careers week/Visits</p> <p>Online /Career's week</p> <p>Year 10 SM's lead visits</p> <p>One to one interview as needed</p> <p>Online</p>	<p>Careers Advisor/SMs</p> <p>Careers Advisor & external providers</p> <p>AG & T coordinator/ Careers Advisor</p> <p>Careers Advisor</p> <p>Careers Advisor</p>	<p>Spring & Summer Term</p> <p>Summer Term</p> <p>Spring & Summer Term</p> <p>Autumn, Spring & Summer Term</p> <p>Autumn, Spring & Summer Term</p>	<p>Gatsby Benchmark 7 - Encounters with Further and Higher Education</p> <p>Gatsby Benchmark 6 - Experience of workplaces</p> <p>Gatsby Benchmark 7 - Encounters with Further and Higher Education & Gatsby Benchmark 4: Linking Curriculum Learning to Careers</p> <p>Gatsby Benchmark 8 - Personal Guidance</p> <p>Gatsby Benchmark 1 - A Stable Careers Programme</p>
Year Eleven	<ul style="list-style-type: none"> Assembly to introduce the students to the careers advisor and careers plan for their year group. Deliver a presentation guiding them through the registration and login process for the careers website. 	<p>Assembly</p>	<p>Careers Advisor</p>	<p>Autumn Term</p>	<p>Gatsby Benchmark 1 - A Stable Careers Programme</p>

	<ul style="list-style-type: none"> Give all students access to an independent and impartial careers information utilising a career’s website (e.g., Start Profile). Students to be given the instruction presentation giving details on how to complete their personal profile as homework. Researching, activities and modules to learn about alternative qualifications and opportunities besides A Levels. Learn about apprenticeships. Careers Talks – Learn about different courses that are available at a variety of universities and apprenticeship opportunities including degree apprenticeships this will be delivered by UK University & Apprenticeship Fairs. Apprenticeship talks from Multiverse. Careers 1:1 and group Interviews, to give students independent and impartial careers advice. Sponsors for educational Opportunities (SEO London), help high achieving students in years 11-13 broaden their horizons through access to academic, professional and enrichment opportunities. Careers Notices via SMHW informing students of available upcoming opportunities, delivered by universities and external providers. 	<p>Online</p> <p>Careers week</p> <p>One to one appointment with all Y11.</p> <p>Specific students to be targeted</p> <p>online</p>	<p>Careers Advisor</p> <p>Careers Advisor & external providers</p> <p>Careers Advisor</p> <p>Careers Advisor & external providers</p> <p>Careers Advisor</p>	<p>Autumn Term</p> <p>Spring & Summer Term</p> <p>Autumn & Spring Term</p> <p>Spring & Summer Term</p> <p>Autumn, Spring & Summer Term</p>	<p>Gatsby Benchmark 1 - A Stable Careers Programme, Gatsby Benchmark 2 - Learning from Career and Labour Market Information & Gatsby Benchmark 3 - Addressing the needs of each pupil.</p> <p>Gatsby Benchmark 2 - Learning from Career and Labour Market Information, & Gatsby Benchmark 5 - Encounters with employers and employees</p> <p>Gatsby Benchmark 8 - Personal Guidance</p> <p>Gatsby Benchmark 1 - A Stable Careers Programme & Gatsby Benchmark 7 - Encounters with Further and Higher Education</p> <p>Gatsby Benchmark 1 - A Stable Careers Programme</p>
Sixth Form	<ul style="list-style-type: none"> Sixth Form assembly to introduce the students to the careers advisor and careers plan for their year group. 	<p>Assembly</p>	<p>Careers Advisor</p>	<p>Spring Term</p>	<p>Gatsby Benchmark 1 - A Stable Careers Programme</p>

	<ul style="list-style-type: none"> • Y12 - Aspire Mentoring Programme offered by King’s College London. • Y12 - Work Experience during term time plus two weeks, sourced by students. • Y12 - Careers Talks – Workshops delivered by universities such as Oxford Brookes on personal statements and CV writing. Multiverse apprenticeships talks. • Y12 weekly workshops on skills building and work experience delivered to level 2 students. • Y12 Social Mobility Foundation - Supporting disadvantaged students aspire to attending Russell Group Universities. 	<p>Specific students to be targeted</p> <p>Work experience week/specific students throughout the year</p> <p>Career’s week</p> <p>Specific students</p> <p>Specific students targeted</p>	<p>Careers Advisor & Y12 Progress Lead and University Ambassadors</p> <p>Sourced by students, supported by Careers Advisor & Y12 Progress Lead</p> <p>Careers Advisor & external providers</p> <p>Careers Advisor & external providers</p> <p>Delivered by SMF supported by Careers Leader & Y12 Progress Lead</p>	<p>Autumn, Spring & Summer Term</p> <p>Autumn, Spring & Summer Term</p> <p>Spring & Summer Term</p> <p>Spring & Summer Term</p> <p>Spring & Summer Term</p>	<p>Gatsby Benchmark 1 - A Stable Careers Programme, Gatsby Benchmark 4: Linking Curriculum Learning to Careers & Gatsby Benchmark 7 - Encounters with Further and Higher Education</p> <p>Gatsby Benchmark 6 - Experience of workplaces</p> <p>Gatsby Benchmark 2 - Learning from Career and Labour Market Information, & Gatsby Benchmark 5 - Encounters with employers and employees</p> <p>Gatsby Benchmark 1 - A Stable Careers Programme</p> <p>Gatsby Benchmark 1 - A Stable Careers Programme & Gatsby Benchmark 5 - Encounters with employers and employees</p>
	<ul style="list-style-type: none"> • Y12 PwC Pathway to Flying Start - Supporting students to apply for the PwC Degree Apprenticeship, giving them an insight on how to approach online assessments, succeed at interviews and the importance of networking. • Careers 1:1 Interviews, to specific students identified as needing 	<p>Specific students targeted</p> <p>One to one interview as needed</p>	<p>The Talent Foundry supported by Careers Leader</p> <p>Careers Advisor</p>	<p>Spring & Summer Term</p> <p>Autumn, Spring & Summer Term</p>	<p>Gatsby Benchmark 1 - A Stable Careers Programme, Gatsby Benchmark 5 - Encounters with employers and employees & Gatsby Benchmark 7 - Encounters with Further and Higher Education</p> <p>Gatsby Benchmark 8 - Personal Guidance</p>

	<p>independent and impartial careers advice.</p> <ul style="list-style-type: none"> • Y12 UK University & Apprenticeship Fairs, students will engage with universities to ask questions regarding courses and employers regarding apprenticeships • Y12 Widening participation, Ambassadors from different universities e.g., Queen Mary University of London offer student support with taster sessions, master classes and assistance with admissions. • Y12 The Brilliant Club works with schools and universities across the UK. They mobilise the PhD community to support students who are less advantaged to access the most competitive universities and succeed when they get there. • Y13 - Careers 1:1 to give students independent and impartial careers advice to support their career journey. 	<p>Calendared event</p> <p>Specific students</p> <p>Specific students</p> <p>Specific students that want interview practice</p>	<p>Careers Advisor & Y12 Progress Lead</p> <p>Careers Advisor</p> <p>AG & T coordinator/ Careers Advisor</p> <p>Careers Advisor</p>	<p>Spring & Summer Term</p> <p>Spring & Summer Term</p> <p>Spring & Summer Term</p> <p>Spring & Summer Term</p>	<p>Gatsby Benchmark 1 - A Stable Careers Programme, Gatsby Benchmark 5 - Encounters with employers and employees & Gatsby Benchmark 7 - Encounters with Further and Higher Education</p> <p>Gatsby Benchmark 1 - A Stable Careers Programme & Gatsby Benchmark 7 - Encounters with Further and Higher Education</p> <p>Gatsby Benchmark 7 - Encounters with Further and Higher Education & Gatsby Benchmark 4: Linking Curriculum Learning to Careers</p> <p>Gatsby Benchmark 8 - Personal Guidance</p>
	<ul style="list-style-type: none"> • Y13 - Workshops on UCAS, personal statements and CV delivered by universities such as Lincoln University. Finance Talks with Money Matters 	<p>Enrichment day</p>	<p>Careers Advisor & external providers</p>	<p>Spring & Summer Term</p>	<p>Gatsby Benchmark 2 - Learning from Career and Labour Market Information, & Gatsby Benchmark 5 - Encounters with employers and employees</p>

	<ul style="list-style-type: none"> • Y13 Sponsors for educational Opportunities (SEO London), help high achieving students in years 11-13 broaden their horizons through access to academic, professional and enrichment opportunities. • Sixth Form Careers Fair with employers, STEM ambassadors and apprenticeship providers. • Sixth Form careers webinars delivered by University of Nottingham giving insights into different courses in Medicine, Veterinary, Engineering and STEM. • Sixth Form Careers Notices via SMHW informing students of available upcoming opportunities, delivered by universities e.g., University of Law and external providers. 	<p>Specific students</p> <p>Calendar event</p> <p>Specific students</p> <p>Online</p>	<p>Careers Advisor & external providers</p> <p>Careers Advisor & external providers</p> <p>Careers Advisor & external providers</p> <p>Careers Advisor</p>	<p>Spring & Summer Term</p> <p>Spring Term</p> <p>Spring & Summer Term</p> <p>Autumn, Spring & Summer Term</p>	<p>Gatsby Benchmark 1 - A Stable Careers Programme & Gatsby Benchmark 7 - Encounters with Further and Higher Education</p> <p>Gatsby Benchmark 1 - A Stable Careers Programme, Gatsby Benchmark 5 - Encounters with employers and employees & Gatsby Benchmark 7 - Encounters with Further and Higher Education</p> <p>Gatsby Benchmark 1 - A Stable Careers Programme & Gatsby Benchmark 7 - Encounters with Further and Higher Education</p> <p>Gatsby Benchmark 1 - A Stable Careers Programme</p>
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