

Careers Programme

Careers Education, Information, Advice, and Guidance (**CEIAG**) is a crucial framework in UK schools and colleges, providing pupils with the knowledge, skills, and support to make informed decisions about their future education, training, and careers, helping them develop self-awareness, explore options, and build confidence for life beyond school.

The objectives are to help pupils achieve:

- Self-Awareness: Understanding their own skills, interests, and values.
- Informed Choices: Making sound decisions about further education, apprenticeships, or jobs.
- Skill Development: Building employability skills like communication, problem-solving, and teamwork.
- Confidence: Feeling empowered to pursue rewarding career paths.

The West Park School careers programme has been designed to align with the 8 Gatsby Benchmarks which can be found following the link <https://www.gatsby.org.uk/education/careers-guidance/>. These are a framework to assess the development of pupil's employability skills:

1. A stable careers programme.
2. Learning from careers & labour information.
3. Addressing the needs of each pupil.
4. Linking curriculum learning to careers.
5. Encounters with employers & employees.
6. Experiences of workplaces.
7. Encounters with further and higher education.
8. Personal Guidance

We are also committed to meeting the requirements of Provider Access Legislation. The full details of this can be found on the school website.

The Careers Programme is delivered in the following ways:

■ Careers Education

Specific Careers units are woven throughout the Personal Development curriculum from Year 7 through to Year 11. The curriculum is spiralled to allow pupils to build on concepts from previous years and apply this to their own personal aspirations as they move through the school. Pupils will study the following units:

| Year | Unit | Content |
|---------|--|---|
| Year 7 | Introduction to Careers and All About Me | <i>Grow throughout life, Explore possibilities, Manage career, Create opportunities.</i> What is a career, who am I, what am I good at, what do I enjoy doing? |
| Year 8 | Personal Finance | Balance life and work, See the big picture. Personal interests, challenges, CVs, Careers in the future |
| Year 9 | Exploring Careers Pathways | <i>Grow throughout life, Explore possibilities, Manage career, Create opportunities.</i> My ambitions and making informed choices on GCSE choices. Links to Careers Pathways from choices. |
| Year 10 | Post 16 Choices | <i>Balance life and work, Create opportunities, Explore possibilities, Grow throughout life.</i> Routes and destinations |
| Year 11 | Future Career Prospects | Career Journey, Types of Careers, Mortgages and Renting |

■ Careers in the Curriculum

All subjects within the West Park curriculum are requested to seek ways to show the pupils how knowledge and skills they are being taught in class can be applied to the world of work. This will take many forms and occur at different points for each subject. One example comes from the Year 8 Maths programme of study where a lesson has been designed around a video produced by a West Park alumnus who is currently a Vet. She discusses how Maths is a necessary part of her daily working life and then sets the pupils a work-based challenge to complete in their lesson. Many curriculum areas display posters on classroom walls outlining the range of jobs their subjects link to.

We have recently introduced a new initiative based on the Skills Builder Partnership <https://www.skillsbuilder.org/>. They have identified a range of skills that are transferable across all subject areas that they believe unlock learning in the classroom, boost academic outcomes, perseverance and self-belief. They halve the likelihood of being out of work and increase earnings across a lifetime. They even boost wellbeing and life satisfaction. Pupils will begin to see these logos appear in lesson resources.



■ Careers Events

The Careers Team organises several events that pupils will benefit from. The nature of this work is dynamic, by necessity and we will look to respond to opportunities as they emerge. Small groups have been invited for workplace visits linked to specific subject areas with valued local partners including Alstom, Severn Trent Water, Rolls Royce, and Barron McCann.

Some of the bigger, annual events, which allow us to meet the requirements of Provider Access Legislation are:

| Key Phase | Timescale | Encounter |
|--------------------------|---------------------|---|
| 'First' Year 8 & 9 | Spring Term Year 8 | Industry Day - employers and providers invited into school to deliver workshops to full Year 8 cohort. Examples of partners who have attended include JCB, Alstom, Lubrizol, Balfour Beatty and The Army. |
| | Autumn Term Year 9 | Rolls Royce SMR <i>Tomorrow's Engineers</i> event where pupils interview a range of Rolls Royce employees about their job roles. |
| 'Second' Year 10 & 11 | Summer Term Year 10 | Post 16 Fair. All pupils visit stands from full range of Post 16 providers and employers. |
| | Autumn Term Year 11 | Post 16 Fair - a similar event to the Year 10 one, which takes place in the evening to allow parents and carers to attend alongside their children. |

■ **Assemblies**

Another element of the programme which is dynamic in nature as opportunities arise.

Recurring bookings include:

- Derby College speak to Year 9 about general Post 16 pathways prior to the options process for Key Stage 4 study.
- The Army delivers an assembly to Year 9 about transferrable skills and the range of employment options within the Armed Forces.
- In the autumn term of Year 11 we invite providers across the spectrum of Post 16 pathways to speak to our pupils e.g. Derby College with a particular focus on Vocational Qualifications and pathways, specialist 6th Form colleges such as Bilborough, schools with 6th Forms such as Kirk Hallam and Derby Cathedral School and Apprenticeship providers.

■ **Careers Guidance Interviews**

All pupils will receive the opportunity to have an interview with one of our own Level 6 qualified Careers Advisors. This will usually take place during the period at the end of Year 10 through the first half of Year 11. This coincides with the application timeline for most Post 16 pathways. Pupils are prioritised according to need based on form tutor input. This is a flexible process, and some pupils may benefit from additional follow-up appointments. Interviews are confidential but with pupil permission, action plans are shared with form tutors and parents.

Pupils lower down the school may also receive early input from Careers Advisors where appropriate.

The Careers Leads also support with transition to Post-16 for many of our SEND learners by accompanying visits to nearby providers and attending progress reviews.

■ **Access to information**

We acknowledge that decisions about the future can be daunting for young people (and families!). To support with this, we will attempt to share relevant resources as appropriate by email and social media. Periodic *Careers Newsletters* will be shared with families outlining recent events and opportunities. Form tutors will pass on key messages from the Careers Team in morning registration.

All pupils have access to a fantastic online platform called **UNIFROG**. There is a link to this from the school website and pupils can log in using their school account details with the *Single-Sign On* option. We encourage pupils to check this regularly for reliable information and local opportunities, as well as storing documents and experiences which may help with applications.

There are also a number of other useful links on the school *Careers* section of the school website which families may find beneficial to explore. You will also find contact details for the Careers team.