

Careers Program Plan King Edward VI Camp Hill Boys 2021-22

Target - To deliver an ongoing programme of careers and work related learning activity from years 7 to 13

The vision of the Career Program (Gatsby Benchmark 1) as laid out in the Careers Policy is:

To inspire, inform and tailor advice to our pupils. To enable them to make the best-informed careers decisions using their skills, qualifications, interests and talents to reach their full potential.

The aims of the careers program

1. To continue a rolling program of careers education from Year 7-12 in PSHE timetabled lessons to enable the following messages to be embedded from Year 7, thereby maintaining high profile of careers lesson messages and events in the minds of the pupils.
2. We would like our pupils to be aware of occupations and careers that are not the familiar vocational ones e.g. doctors, engineers and accountants. The careers program will support all curriculum departments to develop resources, invite speakers and promote careers in their curriculum areas Gatsby Benchmark 4
3. Pupils should feel more confident and justified in making their own career decisions and be less pressured into following just STEM A levels and be encouraged to continue with subjects that they enjoy and are talented at – thereby increasing uptake of subjects such as Music, Art and English
4. For our pupils to be aware of labour market information (LMF) about the future. We want our pupils to be fit for the future of the workplace and educate them to be able to meet their potential in this rapidly changing environment
5. To enable them to recognise and value that certain skills and personality characteristics are sought after by employers beyond qualifications. Therefore, to celebrate non-academic talents and attributes and understand that these attributes will give them unique characteristics which will make them stand out from other pupils when they compete for jobs or highly competitive courses
6. To highlight high status and rewarding alternatives to University Degree Education such as Apprenticeship or Higher Degree Apprenticeship possibilities
7. For the pupils to meet a range of professional people and learn about their varied routes to fulfilling careers in all year groups.
8. For every pupil in year 11, and some in year 12, to experience the working environment either face-to-face or virtually
9. To match our program to the Gatsby Benchmarks and evidence the quality and impact of our careers provision

The following Careers Program is intended to implement these targets

Year Group Who is delivering	Activity 2021/22	Aims	Progress
Year 13 External partner	University application and interview skills training workshops <ol style="list-style-type: none"> 1. Russell Group university admissions 2. Oxford school liaison led session for Oxbridge applications and interview training, Medicine for Oxbridge application and interview training 3. A Degree Apprenticeship /Graduate recruitment expert 4. To host UKCAT training, Medical Interview training <p>Gatsby benchmark 2, 3, 5 & 7</p>	<p>To prepare pupils for impending University interviews and apprenticeship / job interviews in the future. To provide an opportunity to both learn and practice interview skills.</p>	<ol style="list-style-type: none"> 1. Oxbridge Interview Support Completed on 21st October 2. Event: Medic Portal Interview Course 10 November 3. Event: ASK Available in school 10th January 4. Event: UKCAT course, Medic Portal 23rd, 24th June 2022
Year 13 External partners	Mock interviews November 2021 <p>We will recruit volunteer interviewers to interview Y13 students applying to competitive courses over two evenings</p> <p>This can be done virtually via Google Meetings if not possible to complete face to face</p>	<p>To give pupils practical experience of a panel interview prior to university interviews. To give any pupils aiming for degree apprenticeships the opportunity to gain interview practice. To provide an opportunity to receive feedback and reflect on performance.</p>	<p>Scheduled 6th 7th November</p> <p>Virtual – boys in school: 92 students</p> <p>Interviewers – at home: 72 participants</p>

	Gatsby Benchmark 2, 3, 5 & 8	<p>To give pupils the opportunity to complete an online application form.</p> <p>To provide an opportunity for parents, friends of the school and interested professionals to take part in the careers programme.</p>	
<p>Year 13</p> <p>Internal staff/ Unifrog</p>	<p>Google Classroom, PSHE Lessons, form time and 6th form assembly</p> <p>Unifrog – online platform for Careers and Higher Education Information</p> <p>Gatsby benchmark 2, 3, 7 & 8</p>	<p>Tutors and UCAS reference writers to individually advise students about their UCAS personal statement and University course choices and</p> <p>To efficiently provide up-to-date information on sector specific or Careers opportunities and communicate with students.</p> <p>To enable students to research and store information related to their future training/job application/University application</p>	<p>HODs HOYs Class teachers Form tutors DAW</p> <p>All support students on one-to-one basis</p> <p>Ongoing throughout year</p>
<p>Year 12</p> <p>External partners</p>	<p>Higher Education & Careers Fairs</p> <p>This event will be run in conjunction with the Girls School in March 2022</p> <p>To promote a range of Careers and University Fairs to the students throughout the year e.g.</p>	<p>To help students establish what they wanted after leaving in Y13 to decide, what career or what University/training course to do and make them aware of local market forces</p> <p>To provide the students with the opportunity to meet professional people in a wide variety of job sectors</p>	<p>Scheduled for March 9th</p> <p>Liaison meeting with girl's school scheduled every month at 8AM</p> <p>Gemma Collins to liaise directly with CHGs</p> <p>Student encouraged to sign up on – email communication</p>

	<p>What University Live What Career Live/Virtual Fair planned to be at the NEC in February 2022</p> <p>https://www.ukcareersfair.com/event/birmingham-careers-fair</p> <p>Gatsby benchmark 7 & 5</p>	To provide students with access to all training providers	17th September 2021
Year 12 Teaching Staff	<p>PSHE lessons and Google Classroom, Form time and 6th form assemblies</p> <p>To invite external speakers, give Career's, Apprentice and Higher Education talks</p> <p>Unifrog – online platform for Careers and Higher Education Information</p> <p>Gatsby Benchmarks 2, 3 and 5</p>	<p>To deliver an integrated PSHE/Career program</p> <p>To efficiently provide up-to-date KS5 information tailored to the needs of our students (based on formative evaluation) about Higher Education/Training and Careers opportunities post 18</p> <p>Unifrog will enable students to research and store information related to their future training/job application/University application</p>	<p>ASK apprentice talk scheduled 10th January,</p> <p>Alumni Degree Apprentice students for Dyson and Pinsent Mason Law firm to attend and give talks</p> <p>PSHE lessons to be delivered</p> <p>Careers 1 Your careers journey starting at Camphill Y12 -Y13 including University versus alternative options post 18</p> <p>Careers 2 is use Unifrog to your advantage – how to use Unifrog and other websites to best research your post 18 options</p> <p>DAW to identify individuals in these lessons who need more support with post 18 options</p>
Year 12 External partner	<p>Personal Career Interviews</p> <p>Targeted pupils include:</p> <p>All pupils who joined sixth form from other schools.</p>	To provide targeted pupils and those who request one a further interview with the opportunity to discuss their career plans with an independent qualified careers adviser in February	<p>Scheduled February</p> <p>60 interviews available for Y12 students</p> <p>Pupils with SEND to be offered additional interview</p>

	<p>Pupils with SEND</p> <p>Pupil Premium students.</p> <p>Pupils who are unsure about their future</p> <p>Gatsby benchmark 8</p>		
<p>Year 12</p> <p>External partner</p>	<p>Work experience – face to face – all students will be supported</p> <p>Use Virtual Work Experience Platform <i>Spring Pod</i> – offered to students to complete in their own time or at holidays</p> <p>Gatsby Benchmark 3, 5 & 6</p>	<p>To support pupils to find and apply for work experience placements to be undertaken where feasible during school holidays</p> <p>To ensure that the Careers Department is made aware of every placement taken during term time and that it has been approved by DAW and health and safety checked prior to commencement.</p>	<p>Virtual Work Experience placements via platforms such as S4S 24</p> <p>On-going 24 placements applied for</p> <p>Medic Mentor – 25 placements confirmed</p> <p>Spring Pod – Y12 to be offered this in Christmas holidays</p>
<p>Year 12</p> <p>Teaching staff and external partners</p>	<p>Internal volunteering scheme - students are offered the opportunity to offer in lesson support</p> <p>Lions Young Ambassador Award Scheme</p> <p>Working with external organisations, for example Wheelers Lane Technology college and St Mary's Hospice, to offer students an opportunity to volunteer with outside agencies</p> <p>Offering students guidance and help with obtaining volunteering experience by, for example, providing them with a guide to obtaining a volunteering placement</p>	<p>To support community based causes and projects to enhance their Employability skills</p> <p>To offer them opportunities to work in real life situations thus building their team working skills and their understanding of being in a work situation</p> <p>To improve cultural capital</p>	<p>DAW Liasing with Jo Palmer</p> <p>All students to be involved</p>

	Gatsby Benchmark 5 & 6		
Year 11	<p>Careers Lesson program – one lesson every two weeks for half the year</p> <p>Gatsby Benchmark 2 & 3</p>	<p>To cover the following</p> <ul style="list-style-type: none"> • CV writing and job applications • Personal branding, stereotyping and social media • LMF and job sectors of the future • A Level choices support • Preparation for personal careers interview • University and apprenticeships/degree apprentices • Employability skills 	<p>Delivered</p> <ol style="list-style-type: none"> 1. Work Experience options – sector research 2. Spring pod VWEX lesson 1 3. Spring pod VWEX lesson 2 4. Alternatives to A Levels Post 16 options, T-levels, Apprentices Level 3 5. A level options Camphill/other providers, advice with choices – supporting options evening 6. Where can my A level choices take me, Unifrog/UCAS Research
Year 11 External partners	<p>Sector specific tailored to specific needs</p> <p>Use Virtual Work Experience Platform <i>Spring Pod</i> – offered to students to complete in lesson time and their own time or at holidays</p> <p>WEX after exams</p> <p>Face to Face Work Experience after GCSE exam</p>	<ul style="list-style-type: none"> • To provide students with first-hand experience of a real workplace. • To encourage the development of employability skills including; <ul style="list-style-type: none"> ➤ Communication ➤ Team work ➤ Leadership ➤ Problem solving ➤ Initiative 	<p>COVID constraints will be assessed then a program will be pushed in January for face to face WEX in week after the GCSE exams – optional basis</p> <p>To be communicated to parents in January</p>

	Gatsby Benchmark 5 & 6	<ul style="list-style-type: none"> ➤ Enterprise ➤ Planning and organising ➤ Reflective practice. 	
Year 11	Personal Career Guidance with trained Careers Advisor All students with EHCP will have two interviews one with enhanced trained Careers Advisor Gatsby benchmark 8	<ul style="list-style-type: none"> • To provide Careers Action Plan for each student – including links to access careers information related to their ideas/future plans • This is to occur before A level/future training choices are made 	Scheduled for January 2022
Year 11	Careers Google Classroom/email/form times and assemblies Unifrog – online platform for Careers and Higher Education Information	To provide personalised information on sector specific opportunities to pupils To enable students to research and store information related to their future training/job application/University application	All lesson material supported on Google Classroom
Year 10	Six Careers Lessons Gatsby Benchmark 3	Lesson aims are <ul style="list-style-type: none"> • Labour market and future proofing their career • Routes to success – alternatives to A Levels/University 	On-going Week B P4

	<p>across all different subject areas: - Art, English, Geography, DT, Chemistry RS, and Biology</p> <p>Each department will offer outside speakers and workshops for the students to engage with</p> <p>Gatsby Bench Mark 2, 4, 5</p>		<p>Jane Findlay President of the Landscape Institute and Director of Fira</p> <p>Jack Honour Policy Advisor, Advanced Nuclear Innovation Team Nuclear Directorate HM</p> <p>Alan Bains Projects Director at Mott MacDonald providing leadership to our transportation capabilities in Birmingham and the wider West Midlands as well as collaborating with business.</p>
<p>Year 9</p> <p>Staff</p>	<p>Four lessons, form time, Google Classroom and</p> <p>Gatsby Benchmark 3 & 7</p>	<p>A new set of resources has been produced for the teachers by DAW based on the following</p> <p>Lesson 1: The skills.</p> <p>How do your skills contribute to everyday school life?</p> <p>How your skills can be developed to fulfil your ambitions at school and beyond?</p> <p>How can we turn our failure's into success</p> <p>Lesson 2: Personality types and your future</p> <p>See how your personal and social skills connect up to the world</p>	<p>Lessons to be delivered in January</p>

		<ul style="list-style-type: none"> ● Lesson 3-4 researching GCSE options To continue to use the 'Library treasure hunt' as a means to familiarise boys with the contents of the school careers library. In addition Which University and other Higher Education sites are suggested as more appropriate to our pupils ● To encourage the pupils to investigate career options prior to choosing GCSE options using Career Investigator software. ● To improve students' ability to identify reliable sources of careers information and to gain experience of using sites such as Career Pilot/Buzz Quiz, Unifrog 	
Year 9 Staff Pupils	GCSE options evening for parents and pupils All optional curriculum subject areas deliver talks about their subject area using students in Y10 and Y11 to highlight careers and subject specific information. Gatsby Benchmark 3 & 4	To aim students with the decision about subjects to choose for GCSE	DAW to support event Scheduled 2 nd March

	<p>Half Day visit to QE HealthCare showcase day (if running) Alternatively we will run assembly events with Health Care Professional</p> <p>Gatsby Bench Mark 5 & 6</p>	<p>All of Y8 will visit the NHS Careers show at the QE in March after this lesson</p>	
Year 7	<p>Careers lessons in PSHE</p> <p>Gatsby benchmark 4 STEM</p> <p>Gatsby Benchmark 5 & 2</p>	<ul style="list-style-type: none"> • Get a better sense of themselves • Start to understand what non-academic skills are <p>To think more creatively about what they could do with their lives Lesson 1 -3 Team building and skills for success Based on a Myer Briggs quiz The Buzz quiz which allocates each personality type to an animal – to build the perfect team Team building to solve a problem. Groups are given problems to solve and time to reflect on how they performed as individual and a team.</p> <p>Lesson 4-8</p>	<p>Use of Stepping Stones booklets</p> <p>Speaker event in Form Time Astro/space scientists</p> <p>Talks/workshops</p> <p>DAW to liaise with Physics Department</p>

		<p>Based on the film the Martian</p> <ul style="list-style-type: none"> • Watch the film and find the 12 scientific ideas that the Martian used to get off Mars • Write down all the different jobs people did in the film • Choose a job and write a career profile • Present it to the class • The winning pair win the book The Martian • Marking criteria given 	
<p>KS3 and Y12 to run</p> <p>Outside speakers</p>	<p>Wednesday Lunchtime Film Club aimed at KS3 children to be run by Y12 volunteers with DAW help</p> <p>To invite both real and virtual speakers in to highlight various careers and roles within the Film, Media and Creative arts industry</p> <p>Gatsby Bench Mark 4, 5 & 6</p>	<ul style="list-style-type: none"> • To highlight various careers and roles within the Film, Media and Creative arts industry 	<p>Film club outing to Bond Film No Time to Die October 14th</p> <p>25 members Y7-9</p> <ul style="list-style-type: none"> • 19 pupils attended, 8 pupil premium • 6 had never been to a cinema before <p>Students all entered Careers behind the Camera competition</p> <p>Talk given on Film reviewing</p> <p>Talk given on Film animation</p>

DAW role

1. To develop new lesson plans and resource material for all lessons Y7-11 to match the overall strategy as set out above to be given to teachers
2. To work with Head of Sixth form and PSHE to ensure continuity of Careers provision for Y11-Y12 transition and deliver PSHE to Year 12
3. To run CPD sessions with all staff delivering careers lessons to enable them to deliver the lesson objectives, carry out evaluations and meet all Gatsby Benchmark requirements.
4. To liaise with the Head of PSHE to coordinate the staff to deliver of the lessons at the appropriate time of year
5. To line manage Gemma Collins, to provide her with a detailed program and year plan of activities and tasks and website content

New activities from September 2021--2022 targets

1. To ensure that the website has Career's information on Subject Specific content (Gatsby Benchmark 4)
2. To produce a one termly Careers Newsletter to inform pupils and parent about past and future events to increase the communication with parents about careers information
3. To carry out formative evaluate all events followed by summative evaluation this year with Y10, Y11, & Y12 to inform the future program
4. To liaise with other HODs and teachers to help them deliver Environment Day and integrate careers into their curriculum resources
5. To liaise with the art department to commission a frieze for Rm 5 based on the theme 'Bright Futures'. The aim will be to produce designs to transfer onto vinyl panels. This project will hopefully involve an artist and the pupils of the school working together with the art department to deliver this project. DAW to investigate funding, produce a design brief and funding proposal and present this proposal to the AFS
6. To assist Y12 run the lunchtime film club to highlight careers within the film and media sector
7. To enhance BM 5 & 7 by integrating more events, lessons and activities into the program

Following the review with Russel Bowden and Paul Bruten on November 4th the following points were made

Review of Careers Progress Meeting 4th November

BM 1. A Stable Careers Program

We spoke about being prepared should Ofsted visit and want to meet with me. Clearly being prepared is key, and in order to achieve this we discussed how my annual careers plan is a good way of showing how I embed the benchmarks and my statutory Provider Access Policy across the school – it is important that this is updated with all of my planned activities. I have sent you an updated program (Nov 21) and I will continue to ensure my plan is updated every term to reflect all of the activities that are planned. I have amended a few typos and errors you pointed out.

As seen by the Compass evaluation graph, our benchmark achievement is good, however in the last review on July 21 the Careers and Enterprise Compass self-evaluation report did highlight BM 5 and 7, which are currently at 75%. Therefore, outlined below are the steps I have taken to improve them.

I have looked at the plan and identified where I can add activities or enhance already planned activities to help move these benchmarks forward over the next 12 months. I have addressed these points in the planned program for 2021-2022 in the following ways:

BM5. Encounters with employers and employees *(Every pupil 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)*

I implemented this improvement by updating the program to ensure that all year groups will have face to face encounters with employers which is in line with the Careers theme or the event of that year group

BM 7. Encounters with Further and Higher Education

- *All students should understand the full range of pathways and learning opportunities available to them. This includes academic, vocational and apprenticeship routes and learning in schools, colleges, universities and the workplace.*
- *By the age of 16, every pupil should have had a meaningful encounter with providers covering the full range of learning opportunities*

To enhance this benchmark, I have done the following: -

- Integrated a new lesson into Y8 about post 16 options and alternatives to A levels and sixth form at Camphill
- I have integrated a new lesson into Y10 Careers about Post 16 options

- I have integrated new lessons into the Y11 lesson program entitled Post 16 options A level/T level/apprenticeships. This information is on the website and their GC. In addition, I have emailed all parents and guardians all the information about alternatives to A levels and alternatives to Camphill Sixth Form for post 16 study and given them a list of open days
- I have integrated one new lessons into the Y12 PSHE program about Post 18 options
- I have booked a representative from amazing apprenticeships (ASK) to talk to the students in Y10 and Y12 about apprenticeships Post 16 & 18 and have contacted ex pupils following degree apprenticeship programs to come and speak to the students.
- Y12 will be able to attend further talks and workshops with ASK and other Higher Education establishments on Higher Education day in March and other

As far as other targets go

BM 2. *Every pupil, and their parents, should have access to good-quality information about future study options and labour market opportunities.*

- I am looking to develop a termly careers newsletter that will go out to students and parents

BM 3. *Young people have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil.*

- In order to effectively evaluate and monitor that the careers program is being effectively delivered over the students' time at the school, I wish to use the Compass+ software that is integrated with sims.
- Although Nadine and myself have successfully moved the school over to Compass+. I feel I need time to get to know the platform well and train up Gemma Collins and I need to train all the teaching staff before it will be used effectively. I will use this year to familiarize myself with the platform and aim to be using it effectively from September 2022.
- In the meantime, I will ensure that the PSHE teachers and the pupils receive an on-line evaluation form to complete after the Careers Program has been delivered to evaluate and track the delivery of the program.

BM 6. Work Experience (WEX) Virtual Work Experience (VWEX)

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 expand their networks.

- Y11 & Y12 are offered by VWEX using S4S, or the paid-for platform Spring Pod (KS5 School Hub).
- Face to face WEX is optional 2021-2022. Moving to compulsory for Y11 remaining optional for Y12 in 2022-2023.

BM 2

Every pupil, and their parents, should have access to good-quality information about future study options and labour market opportunities

BM3

Young people have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil.

BM4

Linking curriculum learning to careers

BM5

Every pupil 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

BM 6

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 expand their networks.

BM7

Every pupil, 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 .