

Wadham School Career Programme

2019-2020

(Gatsby Benchmark 1)

Department for Education's Careers Strategy:

The Government's careers strategy, published on 4 December 2017, sets out a long term plan to build a world class careers system that will help young people and adults choose the career that is right for them.

To achieve this aim, the careers strategy sets out that every school and academy providing secondary education should use the Gatsby Charitable Foundation's Benchmarks to develop and improve their careers provision.

"DfE want:

- All Young people to understand the full range of opportunities available to them, to learn from employers about work and the skills that are valued in the workplace and to have first-hand experience of the workplace;
- All young people in secondary school and college to get an excellent programme of advice and guidance that is delivered by individuals with the right skills and experience.

The Gatsby Benchmarks: a world class standard for schools and colleges. The Gatsby Charitable Foundation has brought together the best national and international research to set out eight Benchmarks that define excellence in careers provision. Government will ask schools and colleges to meet these standards".

The Gatsby Benchmarks:

1. **A stable careers programme.** Every school and college 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 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 career 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.

Wadham school is committed to developing their Careers Programme and Policy to meet the 8 Gatsby Benchmarks

Student entitlement:

- All students will have the opportunity to have encounters with employers – from years 9 to 13. ([Gatsby Benchmark 5](#))
- A range of education and training providers to access all pupils in years 9 to 13 for the purpose of informing them about approved technical education qualifications or apprenticeships. ([Gatsby Benchmark 7](#))
- All students have access to an independent, impartial level 6 qualified Careers and Skills Adviser. (Inspired to Achieve). ([Gatsby Benchmark 8](#))
- All students are offered a 1:1 appointment with the Careers and Skills Adviser
- An opportunity to learn about the world of work through work experience in Year 10 and 12. ([Gatsby Benchmark 8](#))
- Support and guidance to help you complete a career plan. ([Gatsby Benchmark 3](#))
- Help to decide what you want to do when you leave year 11 and year 13. ([Gatsby Benchmark 3](#))
- A programme of careers education helping you to develop skills and knowledge to make choices about the transition to work and learning. ([Gatsby Benchmark 1](#))

Careers Programme: Year 9

- **PSHE and the Tutorial Programme** aim to help students to understand more about themselves, find out about careers and the world of work, and help them to plan for their future. ([3](#))
- All students have access to impartial careers advice and guidance and 1:1 careers interviews to support them for their GCSE option choices. ([8](#))
- Some students take part in **November HE Month** activities. ([5, 7](#))

- Selected students participate in smaller HE Month activities, which involve going off site for careers focused sessions, and activities. (5, 7)
- All students attend the **Somerset Careers Fair** where they are exposed to over 70 local FE educational institutions, HE providers, Apprenticeship providers, Employers and other training provision (2, 3, 4, 5, 7)
- **University talks:** All students will have visits from Universities who come in to talk to the students about HE. (7)
- All students have the opportunity to attend **Year 9 Options** evening (4)
- All students are provided with a **Record of Achievement** which they are expected to build upon throughout their time at Wadham (3)
- All students participate in **Alternative Timetable days** where they prepare and evaluate the Careers Fair
- All students will have the opportunity to express an interest in joining a Talent Academy programme which runs through years 10 and 11.

Careers Programme: Year 10

- **PSHE and the Tutorial Programme** aims to help students with writing a CV, understanding all the post 16 options and preparation for work experience.
- All students complete one week **Work Experience**. (3)
- All students have access to impartial careers advice and guidance and 1:1 careers interviews to help them prepare plans post 16. (8)
- All students attend **the Somerset Careers Fair in November** where they have access to over 70 local FE educational establishments, HE providers, Apprenticeship providers, Employers and other training provision. (2, 3, 4, 5, 7)
- Some students take part in **November HE Month** activities (5, 7)
- Selected students participate in smaller HE Month activities, which involve going off site for careers focused sessions, and activities. (5, 7)
- All students participate in **Alternative Timetable Days** where they get support in preparing for the Careers Fair and work experience
- **University talks:** All students will have visits from Universities who come in to talk to the students about HE (7)
- Selected students have the opportunity to attend various **Talent Academies**. These are currently Aero Engineering, Manufacturing, Tomorrow's Teachers and the NHS. (2, 4, 6, 7)
- All students to attend visits from local FE providers who will present information to all students about their Post 16 provision (7)

Careers Programme: Year 11

- **PSHE and the Tutorial Programme** aim to help students to identify a range of post-16 pathways to make informed choices about their future; complete application forms, writing a CV; prepare for interviews. (3)

- All students have access to impartial careers advice and guidance and 1:1 careers interviews to help them prepare their plans post 16. (8)
- Break and lunch drop in sessions with the Careers and Skills adviser are welcome.
- All students can attend **Wadham School's Apprenticeship Event**. (2, 4, 5)
- All students take part in **November HE Month** activities. (5, 7)
- Selected students participate in smaller HE Month activities, which involve going off site for careers focused sessions, and activities. (5, 7)
- All students have a **practice interview** with the Rotary. (3, 5, 8)
- All students will complete and finalise their **CV's**
- All students attend Careers Assemblies with visiting FE establishments (7)
- All students participate in **Alternative Timetable Days** where they will prepare for their practice interviews, application forms and post 16 plans
- **University talks**: All students will have visits from Universities who come in to talk to the students about HE. (7)
- Selected students have the opportunity to attend various Talent **Academies**. These are currently Aero Engineering, Manufacturing and Tomorrow's Teachers. (2, 4, 6, 7)
- All students to attend visits from local FE providers who will present information to all students about their Post 16 provision (7)

Careers Programme: Sixth Form

- **Sixth Form Matters Programme** helps students identify a range of post 18 options to make informed choices about their future; UCAS, Apprenticeships, Employment (3)
- All students have access to impartial careers advice and guidance and 1:1 careers interviews to help them prepare their plans post 18. (8)
- Break and lunch drop in sessions with the Careers and Skills adviser are welcome
- All students have the opportunity to attend one of the **Somerset Careers Fairs** (2, 3, 4, 5, 7)
- All students will have external speakers in to deliver sessions on **Apprenticeships** (5, 7)
- All students will complete and finalise their CV's
- All students in year 12 can undertake **work experience** (3)