

Chilwell School

CAREERS STRATEGY AND ACTION PLAN

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Chilwell school CAREERS STRATEGY

Purpose and aims

Chilwell school is fully committed to ensuring that all our students acquire the skills, knowledge and attitudes to manage their learning and career progression. Chilwell school has already established a range of effective careers guidance activities which we hope will guide and support our students to achieve positive destinations such as A-levels, Higher Education, Apprenticeships, Technical Routes or Employment. This careers strategy sets out Chilwell schools key approaches internally and externally to enhance the current careers guidance activities and participation opportunities already available to our students. The aim is to ensure that students are fully prepared for, and informed effectively about, their next steps and can therefore aspire to achieve their full potential. We want to ensure that our students have both the aptitude and interpersonal skills to effectively communicate and add value within the workplace. The school will collaborate throughout this strategy with a range of external agencies to help us ensure we will meet all the mandatory requirements contained within the Department for Education's new Careers Strategy. These partnerships will include working alongside The Careers and Enterprise Company (CEC), The Local Enterprise Partnership (D2N2), Nottinghamshire County Council (NCC), Further Education (FE) and Higher Education (HE) providers, and a wide range of local employers. High quality careers guidance is a crucial part of improving social mobility. Young people make choices based on what they know and what they think is available to them. If our young people are made fully aware of the career pathways and opportunities available to them, they will be more able to make informed choices about which qualifications and career pathways will enable them to achieve their goals. The strategy includes measures to further develop and improve the current provision on offer to students and will ensure that Chilwell School will meet the requirement to meet the eight "Gatsby Benchmarks", set out within the Department for Education's Careers Strategy by August 2026. This strategy outlines our whole school approach to delivering careers guidance to all our students throughout their journey through education. Careers activity will therefore take place across years 7 through to year 13 as part of the mandatory requirements set by Department for Education and contained within the Gatsby Benchmarks.

The Careers Strategy

The Eight Gatsby Benchmarks of Good Career Guidance are:

- 1) A stable careers programme
- 2) Learning from career and labour market information
- 3) Addressing the needs of each pupil
- 4) Linking curriculum learning to careers
- 5) Encounters with employers and employees
- 6) Experience of workplaces
- 7) Encounters with further higher education
- 8) Personal guidance

Careers Hubs

Since October 2015, the Gatsby Charitable Foundation, in partnership with the Careers and Enterprise Company, has also been running a Careers Hub - D2N2 Enterprise Partnership area. This Careers Hub was put in place to build on the support provided through the Enterprise Adviser Networks to achieve benchmarks 5 and 6 and support schools / colleges to achieve all eight of the Gatsby Benchmarks.

What is a Careers Hub?

A Careers Hub is a group of between 20 and 40 secondary schools / colleges / SEN Schools located in the same geographical area, working with universities, other education and training providers, employers and career guidance professionals to ensure that ALL the Gatsby Benchmarks are delivered in each school and college within the Hub and that careers outcomes are improved for all young people. Schools and colleges within the Hub should have a shared vision of how they will work together to improve outcomes for the young people in their area.

Strategic Careers Leader

As set out within the Department for Education's Careers Strategy Chilwell school is required to have a designated member of our Senior Leadership Team named as our school's Strategic Careers Lead. The Strategic Careers Lead will have the responsibility to make sure that we as a school meet our mandatory requirements and work towards achieving all eight of the Gatsby Benchmarks by August 2020. Karen Fyles has agreed to undertake this role. Karen Fyles will provide both the Headteacher and the Board of Governors with regular updates on our progress and will work closely with our assigned Enterprise Adviser and local employers to ensure we deliver this strategy. Karen Fyles will lead our team which will include the following staff members:

- Letty Underdown (Careers Advisor)
 - Pam Gascon
 - Years 7-13 Tutors

Current position at Chilwell school

Students are currently receiving the following careers related support or participating within the activities listed below during their journey through school:

Year group	Learning Outcome and Objectives	Activities
7	To be aware of the jobs that exist now and in the future in the local area	
	Being aware of the sources of help and support available and responding positively to feedback	Introduction to Unifrog - Unifrog lesson plan https://www.unifrog.org/teacher/resources/direct/unifrog-student-launch-presentation
	Identify interests and being willing to challenge themselves and try new things	Grow throughout Life - Unifrog Lesson Plan https://www.unifrog.org/teacher/resources/year-plan-uk/identifying-interests
	Identifying skills and what careers use those skill sets	Explore possibilities - Unifrog Lesson Plan https://www.unifrog.org/teacher/resources/year-plan-uk/what-are-skills
	To encourage the participation of Parents in careers related learning	Parents introduction to Unifrog - Letter home
	To know what jobs are important for my local economy	Assembly by local employer
	To be able to link curriculum subjects with career paths	Assembly by FL on relevant Careers for subject
	To be able to link curriculum subjects with career paths	Linking Careers to curriculum lessons x2 weeks of lessons after each assembly
8	To be able to identify my own skills, likes, dislikes and how these relate to different types of work	
	Identify different communication skills and try new things	PHSCE lesson - What makes a great communicator Unifrog Lesson plan https://www.unifrog.org/teacher/resources/year-plan-uk/communication-what-makes-a-great-communicator
	being aware that different jobs and careers bring different challenges and rewards	PHSCE lesson - What is a Career? https://www.unifrog.org/teacher/resources/year-plan-uk/what-is-a-career
	Being aware that physical and mental wellbeing are important	PHCSE - What does Success mean to me - Unifrog Lesson Plan https://www.unifrog.org/teacher/resources/year-plan-uk/what-does-success-mean-for-you

	Being aware of the range of ways that organisations undertake recruitment and selection	PHCSE - Super hero CV's - Unifrog lesson plan https://www.unifrog.org/teacher/resources/year-plan-uk/your-superhero-cv
	To know what jobs are important for my local economy	Assembly by local employer
	To be able to link curriculum subjects with career paths	Assembly by FL on relevant Careers for subject
	To be able to link curriculum subjects with career paths	Linking Careers to curriculum lessons x2 weeks of lessons after each assembly
	To understand what an Apprenticeship is	ASK Assembly
		Relevant DISCOVERY day?
9	To understand how to make decisions regarding the world of work	
	Be able to identify common sources of information about the labour market education system	PHSCE Lesson - What is your dream job? https://www.unifrog.org/teacher/resources/year-plan-uk/whats-your-dream-job
	Being able to make a decision and looking forward to the future	PHCSE Lesson - Making GCSE Choices https://www.unifrog.org/teacher/resources/year-plan-uk/gcses-choices-choices stage 4 - Unifrog Lesson Plan
	Being aware that learning, skills and qualifications are important for career and teamwork	PHSCE Lesson - What are my skills? - Unifrog Lesson Plan https://www.unifrog.org/teacher/resources/year-plan-uk/your-skills-your-team-your-future
	To understand all roles available in the NHS	ENACT - NHS CAREers performance
	To understand how to apply for Apprenticeships and options	ASK Assembly
	To be able to link curriculum subjects with career paths	Assembly by FL on relevant career
	To be able to link curriculum subjects with career paths	Linking Careers to curriculum lessons x2 weeks of lessons after each assembly
		Relevant DISCOVERY day?
10	To have a variety of employability skills and be able to put them into practice	
	To understand all elements involved with applying for a job	Careers Interview Discovery Day
		Go to work with parents day - In development

	To consider the risks and rewards associated with different pathways and careers	PHSCE - What type of career is best for me? Unifrog Lesson Plan https://www.unifrog.org/teacher/resources/year-plan-uk/what-type-of-career-is-best-for-me
	To be able to research the learning and qualification requirements for jobs and careers that they are interested in	PHSCE -Exploring employer profiles - Unifrog Lesson Plan https://www.unifrog.org/teacher/resources/year-plan-uk/subjects-library-treasure-hunt
	To be able to research the learning and qualification requirements for jobs and careers that they are interested in	PHSCE - Exploring employers profiles - Unifrog Lesson Plan https://www.unifrog.org/teacher/resources/year-plan-uk/careers-library-treasure-hunt-2
	To reflect on and record achievements, experiences and learning whilst gaining a greater understanding of their personality type and skills	PHSCE - Psychometric Testing on Unifrog database https://www.unifrog.org/student/personality-profile
	To understand how to apply for Apprenticeships and options	ASK Assembly
	To understand career options and have a personalised action plan	Career Guidance Interviews
	To be able to link curriculum subjects with career paths	Assembly by FL on relevant career
	To be able to link curriculum subjects with career paths	Linking Careers to curriculum lessons x2 weeks of lessons after each assembly
	To understand a variety of routes into further education and employment	
	To experience post 16 options	Sixth Form Taster Day
	To experience post 16 options	Local Post 16 taster Day
	To understand how to apply for Apprenticeships and options	ASK Assembly
	To experience H.E	University visit
	To be able to link curriculum subjects with career paths	Assembly by FL on relevant career
	To be able to link curriculum subjects with career paths	Linking Careers to curriculum lessons x2 weeks of lessons after each assembly
	To build confidence and optimism about their future	PHSCE Lesson - Post 16 choices - Unifrog Lesson Plan https://www.unifrog.org/teacher/resources/series-making-great-choices/post-16-choices-choices

		PHSCE Lesson - Create / Update CV - Unifrog Database and Lesson Plan https://www.unifrog.org/teacher/resources/year-plan-uk/work-experience-cvs-and-cover-letters https://www.unifrog.org/student/cv
	To understand how to create a CV	
	To understand career options and have a personalised action plan and for destinations to be gathered	Career Guidance Interviews
12	To be able to identify my strengths and weaknesses and develop a personal development plan	
	To experience H.E	University Visits x2
	To understand and improve employability skills	Work experience
	To gain a clear understanding of the learning pathways and qualifications that they will need to pursue their career	PHSCE Lesson - Post 18 choices Choices - Unifrog Lesson Plan https://www.unifrog.org/teacher/resources/year-plan-uk/post-18-choices-choices
	To be prepared for an interview	PHSCE Lesson - Preparing for an interview - https://www.unifrog.org/teacher/resources/year-plan-uk/the-basics-of-interviews
	being able to describe the concept of career and say what it means to them	PHSCE Setting Career goals - Unifrog Lesson Plan https://www.unifrog.org/teacher/resources/year-plan-uk/setting-career-goals
	To create a personalised action plan for next steps	Career Guidance Interviews
	To understand how to apply for a job and knowledge of LMI	Vocational Day
	To be able to link curriculum subjects with career paths	Focus on tutors to link curriculum to careers during lessons
13	To develop the skills needed to live and/or work independently	
	Learn how to be active in seeking out help, support and feedback	PHSCE Lesson- Personal branding: your CV and online profile - Unifrog Lesson Plan
	To build their confidence and optimism about their future and acting on it	PHSCE Lesson - Confidently managing transitions - Unifrog Lesson Plan
	To evaluate different media, information sources and viewpoints and reflecting on the best way to get information for their career	PHSCE Lesson - What makes an employer 'good' to work for? Unifrog Lesson Plan

Chilwell School Strategic Plan

Teaching staff contribute to the delivery of careers guidance through:

PSHE Programme

Delivery of assemblies with a specific focus on careers in the curriculum

Local Employers contribute to the delivery of careers guidance through:

Work experience / assemblies / careers fairs / mock interviews / engagement activities

Parents contribute to the delivery of careers guidance through:

Support to arrange work experience / parent employer participation at Careers Fairs / attendance at Open events.

Our Objectives for 2023-2026

1. A Stable Careers Programme

- To ensure the careers programme is delivered by individuals with the right skills and experience. The school will, wherever possible, use qualified careers professionals to offer advice and guidance to all or the overwhelming majority of students.
- To enable students to have an understanding of the full range of opportunities available to them, the skills which are valued within the workplace and to have first-hand experience of a work environment.
- To develop and publish a careers programme that will raise the aspirations of all students regardless of academic ability and is tailored to meet their individual needs wherever possible.
- Ensure our Careers Strategy is fully supported by the Senior Leaderships team within schools and is approved by the board of governors
- To ensure there is a clear focus on the activities which support enterprise, employability skills, workplace experiences and qualifications which employers' value.
- Regularly evaluate our careers strategy to determine the impact of our careers related activity based on the feedback provided to us by students, teachers, employers and where appropriate parents.
- To maintain high quality careers provision endorsed by the Careers and Enterprise Company and to review the improvement of our programme by using the Compass evaluation and Tracker tools.

2. Learning from Career and Labour Market Information

- To encourage and increase the use of online careers tools and packages across all year groups. Working with our own careers team, key partners, stakeholders, local and national professional bodies.

- To utilise and then support the development of labour market information to ensure staff and students are informed in their decisions and the advice being given. Work with the D2N2 Careers Hub and the Careers and Enterprise Company to help establish key priority areas which need to be developed.
- To promote the values of labour market information to parents/carers (where appropriate) to access and understand this information. To investigate careers and opportunities in learning, work and apprenticeships and how these meet the local and national priorities.

3. Addressing the Needs of the Pupil

- To develop mechanisms to report, track and monitor compliance in relation to the Careers Strategy objectives.
- To develop accurate tracking systems to ensure students are able to keep track of their own journey, record and access the advice they have received and monitor the agreed actions and next steps
- Ensure that a programme of activity takes place which raises the aspirations of all students and challenges stereotypical thinking in terms of equality and gender.
- To ensure that students with particular vulnerabilities and those who are at risk are appropriately supported and identified through close working relationships with the full range of educational and support agencies.
- To ensure that careers guidance for learners with special educational needs and disabilities (SEND) is differentiated, where appropriate, and based on high aspirations and a personalised approach. Careers guidance for learners with SEND should be based on the students' own aspirations, abilities and needs.

4. Linking Curriculum Learning to Careers

- To ensure that subject teachers across the whole school support the delivery of careers education and guidance, and are able to link the content of curriculum with careers, even in lessons which are not specifically occupation led. Subject specialist staff can be powerful role models to attract students towards their field and the careers that flow from it.
- Subject teachers will deliver an assembly with a careers focus to the whole school. This will be followed up with 2 weeks of learning that has a careers in the curriculum focus.
- To ensure that careers related activities are built in throughout the school year and not just towards the end of any given topic/subject being delivered.

5. Encounters with Employers and Employees

- To ensure that students receive at least ONE meaningful encounter with an employer during every year they are at school.
- Increase the number of activities which are conducted within school with the support of local employers.
- To ensure that students have the opportunity to improve employability skills and their understanding of and awareness of entrepreneurship

- To enable learners to gain the confidence to compete in the labour market by providing opportunities to gain the practical know-how and attributes that are relevant to gaining employment.

6. Experiences of the Workplace

- To ensure that students receive at least ONE meaningful experience of the workplace by the end of year 11 – this will be developed through collaboration with D2N2
- To ensure that students receive at least ONE further meaningful experience of the workplace during years 12 and 13.
- To increase the number of employer workplace visits which will take place to enable students to gain more of an understanding of the wide range of employment opportunities available within specific industry sectors based in Nottinghamshire
- To strengthen our links with local employers and support our Enterprise Adviser to facilitate careers related activity within school

7. Encounters with Further and Higher Education

- Ensure all / overwhelming majority of students receive at least ONE meaningful encounter with Sixth Form Colleges and FE Colleges.
- Ensure all / overwhelming majority of students have been provided with information about the full range of apprenticeships including higher level apprenticeships.
- Ensure all / overwhelming majority of students have experienced meaningful encounters with universities.

8. Personal Guidance

- Ensure all / overwhelming majority of students have had an interview with a professional and impartial careers adviser by the end of year 11
- Ensure all / overwhelming majority of students have had at least TWO interviews with a professional Careers Adviser by the end of year 13.

Action Plan 2023 - 2026

- Create a whole school Careers Strategy which is to be published on the school website and has gained approval from the school's Senior Leadership Team and the Board of Governors by the end of September 2023 - TBC.
- Raise awareness of the Careers Strategy with key staff within the school to enable them to contribute towards the need to link careers to the curriculum within school - October 2023
- Inform parents of the creation of the schools new careers strategy and inform them of its location on the school website – TBC.
- Complete the Compass Evaluation Tool and the Tracker tool on a regular basis as per the terms of our agreement in joining the D2N2 Careers Hub.

Useful links / Resources

The Careers Enterprise Company <https://www.careersandenterprise.co.uk/>

Gatsby Foundation <http://www.gatsby.org.uk/education/focus-areas/goodcareer-guidance>

Post 16 Skills Plan <https://www.gov.uk/government/publications/post-16-skills-plan-and-independent-report-on-technical-education>

ads/system/uploads/attachment_data/file/672418/_Care
ers_guidance_and_access_for_education_and_training_providers.pdf Skills For
Worcestershire <http://www.skills4worcestershire.co.uk/> Government Careers Strategy
December 2017 [https://assets.publishing.service.gov.uk/government/uplo
ads/system/uploads/attachment_data/file/664319/Careers_strategy.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/664319/Careers_strategy.pdf) National Careers
Service <https://nationalcareersservice.direct.gov.uk/> UCAS (Universities and Colleges
Admissions Service) <https://www.ucas.com/> Worcestershire Local Enterprise Partnership
<http://www.wlep.co.uk/> Worcestershire Apprenticeships
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