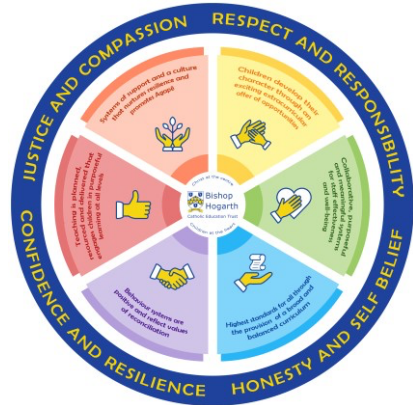


Carmel College - Careers Programme

Vision and Objectives:

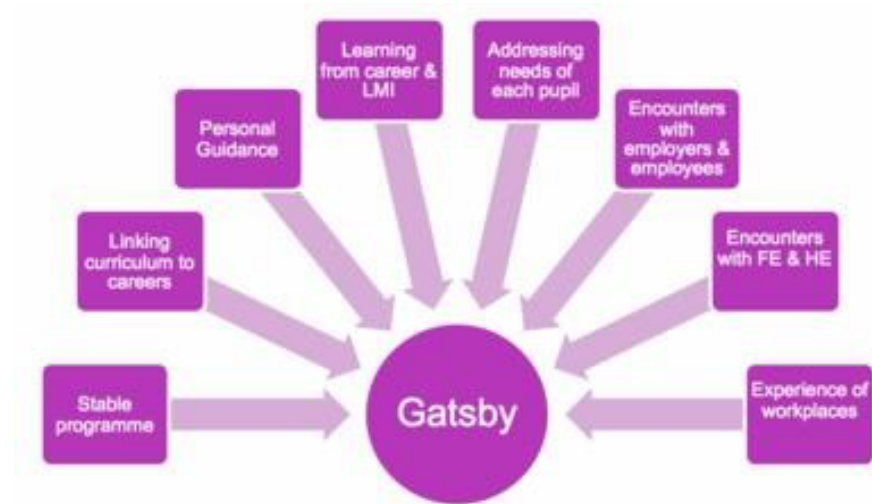
Virtue theory reflecting the teachings of the Catholic Church provides, we believe, a systematic way of shaping and developing character. The Careers programme at Carmel is therefore, underpinned by and reflects the importance we attach to Virtues and character education. It also incorporates the Gatsby Benchmarks, which are interwoven throughout the programme. Our careers' provision set out below, along with our policy, complies with the College's legal obligations under Section 42B of the Education Act 1997.



We emphasise eight virtues in particular, grouped into four key pairs. These are:

- Justice and Compassion
- Confidence and Resilience
- Honesty and Self Belief
- Respect and Responsibility

There are 8 Gatsby Benchmarks:



Together, they underpin our careers' provision through PSHEE, timetabled lessons, dedicated careers' advisor appointments and specific interactions with external employers and educational stakeholders. The Gatsby Benchmark framework aims to ensure that all students in Years 7-13 are entitled to:

- To find out about technical education qualifications and apprenticeships opportunities, as part of a careers programme which provides information on the full range of education and training options available at each transition point.
- To hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships – through options evenings, assemblies and group discussions and taster events.
- To understand how to make applications for the full range of academic and technical courses.

Mrs Parnaby, our Strategic Lead for careers, oversees the development of the careers' programme. Mrs Ho, Operational Lead, is responsible for the day-to-day running of the careers' provision. We also have Mr Hope who is our Sixth Form Progression Lead. He works with students in our sixth form to maximise their potential at Carmel College. Mrs Teasdale, Careers Coordinator, is responsible for delivering one-to-one careers guidance appointments.

The written guide below shows the variety of experiences that are on offer at Carmel College, broken down into the Gatsby Benchmarks. From this you can see the range of exciting opportunities students at Carmel College can expect in each academic year.

	Gatsby Benchmark 1 A stable careers programme	Gatsby Benchmark 2 Learning about the Labour-Market	Gatsby Benchmark 3 Addressing the needs of each pupil	Gatsby Benchmark 4 Linking careers to the curriculum	Gatsby Benchmark 5 Encounters with employers/employees	Gatsby Benchmark 6 Experience of workplaces	Gatsby Benchmark 7 Encounters with Further and Higher Education	Gatsby Benchmark 8 Personal guidance
YEAR 7	Year 7 introduced to Unifrog and begin profiles September. Weekly drop-in sessions in the Careers Hub to give students access to Unifrog and group careers support. PSHEE delivery on Dreams and Goals. This will access goal setting and raising aspirations. Future Pathways- celebrating a career each week during form time.	Every week LMI is shared through the PREP PowerPoint which is then discussed during form time. Step into the NHS competition launched during PSHE and assembly in the spring term.	PSHE delivery on careers routes throughout the year. EPRA evening in the autumn term.	Curriculum staff to highlight the relevance of subjects to careers; the relationship between subjects, future jobs and skills is clearly outlined and students are supported to understand potential pathways from subjects. Within each subject: • Employability skills will be explicitly linked • Pathways are highlighted for post 16/18 options • Linked job roles/sectors are identified	NHS Careers Fair in the spring term. Guest speakers from employers such as EE, Jacobs and the NHS throughout the year who will discuss the various routes into careers.	Virtual or in person visit to a local site based on year group interests in the summer term.	Local educational providers are invited to assemblies. Targeted trip to a university to raise aspirations.	Group session with careers advisor, also students can come along on a Friday lunch time to the weekly drop-in session.
Learning Outcome Year 7	Students will be able to create an online profile using Unifrog and have completed both the personality quiz and their “frog type”. Students will be able to discuss employers they have found interesting and understand more about the local labour market.							

YEAR 10	Weekly drop-in sessions in the Careers Hub to give students access to Unifrog and group careers support. PSHEE delivery on Dreams and Goal during Spring Half Term. This will access goal setting and beginning to look at post 16 options. Future Pathways- celebrating a career each week during form time.	Every week LMI is shared through the PREP PowerPoint which is then discussed during form time. Local LMI is shared in assembly.	EPRA Evening on academic progress and careers advisor will be available to speak to parents. Scheduled around May. Speakers for Schools assembly in the autumn term. Apprenticeships assembly from TVLPN.	Curriculum staff to highlight the relevance of subjects to careers; the relationship between subjects, future jobs and skills is clearly outlined and students are supported to understand potential pathways from subjects. Within each subject: • Employability skills will be explicitly linked • Pathways are highlighted for post 16/18 options • Linked job roles/sectors are identified	Local employers are invited to join assemblies throughout the year such as EE and Jacobs. Workplace visits for all Year 10 students targeted through interests to meet a wide range of employees from that workplace. Big Project with Jacobs starts in September and runs to July.	Careers Fair open to Years 9-13. Over 50 different employers or HE providers in attendance. Scheduled March/April. Work experience for all Year 10 students targeted through interests to gain a valuable experience of a workplace.	Selected students will be invited to trips to local colleges and post 16 destinations. Local educational providers are invited to assemblies, students will also meet providers through the careers fair.	Careers advisor will support during delivery of PSHEE. Individual session with Careers advisor scheduled June/July.
Learning Outcome Year 10	Students will have considered their post 16 education options. Students will be confident in explaining the various post 16 routes in education and how that affects their career pathway.							
YEAR 11	PSHEE delivery on Dreams and Goal during Spring Half Term. This will access interview skills, interpersonal skills and goal setting. Mock interviews for all students. Future Pathways - celebrating a career each week during form time.	Every week LMI is shared through the PREP PowerPoint which is then discussed during form time. Local LMI is shared in assembly.	All students have at least one appointment with either the academic tutors, careers advisor or a member from the Senior Leadership Team to tailor careers pathway and post 16 opportunities. Apprenticeships assembly from TVLPN.	Curriculum staff to highlight the relevance of subjects to careers; the relationship between subjects, future jobs and skills is clearly outlined and students are supported to understand potential pathways from subjects. Within each subject: • Employability skills will be explicitly linked • Pathways are highlighted for post 16/18 options • Linked job roles/sectors are identified	Local employers are invited to join assemblies throughout the year. Students meet employers through the careers fair. Virtual work experience available for selected students. Big Project with Jacobs starts in September and runs to July.	Students complete one interview with an external stakeholder. This is scheduled in January/February. Careers Fair open to Years 9-13. Over 50 different employers or HE providers in attendance. Scheduled March/April.	Selected students will be invited to trips to local colleges and post 16 destinations. Local educational providers are invited to assemblies, students will also meet providers through the careers fair.	All students to receive 1:1 session with careers advisor.

Learning Outcome	Students will be confident in their post 16 choices. All students will have had at least one 1:1 career advice appointment.							
Year 11								

Year 12	PSHEE delivery on work experience and how to find it. Networking sessions for selected students to help with work experience. Dreams and Goals PSHEE (Skills builder in preparation for work experience). Future Pathways - celebrating a career each week during form time.	Every Friday LMI is shared through the Future Friday PowerPoint which is then discussed during form time. Local LMI is shared in assembly.	Social Mobility students identified, and assemblies given. Sixth Form Progression Lead and Careers Leads meet with all students to tailor careers pathway and post 18 opportunities. All students given information for NU entry and Partners. Opportunities shared weekly via Teams. Speakers for Schools assembly in the autumn term.	Curriculum staff to highlight the relevance of subjects to careers; the relationship between subjects, future jobs and skills is clearly outlined and students are supported to understand potential pathways from subjects. Within each subject: • Employability skills will be explicitly linked • Pathways are highlighted for post 18 options • Linked job roles/sectors are identified	Work Experience usually at the end of June. A one week programme where students gain work experience with a local employer. Big Project with Jacobs starts in September and runs to July.	University Careers Fair at St James Park. All students to attend in October/ November. Careers Fair open to Years 9-13. Over 50 different employers or HE providers in attendance. Scheduled March/April. Year 12 complete work experience at the end of June.	External assemblies every 3 weeks from HE providers. To include: -Local HE -Russel Group -Oxford/Cambridge -Apprenticeships -Volunteering opportunities -Access to HE opportunities	All students to receive 1:1 session with careers advisors.
Learning Outcome	Students will have completed a work experience handbook.							
Year 12	All students will have attended the Careers Fair or University Careers Fair and use booklet to reflect on opportunities. Students will build their profile on Unifrog ready for Year 13. Students will have completed their first draft of a personal statement.							
Year 13	Unifrog Profile updated/made for external students during PSHEE delivery. UCAS writing and personal statement support. Future Pathways - celebrating a career each week during form time.	Every Friday LMI is shared through the Future Friday PowerPoint which is then discussed during form time. Local LMI is shared in assembly.	Sixth Form Progression Lead and Careers Leads meet with all students to tailor careers pathway and post 18 opportunities. Speakers for Schools assembly in the autumn term. Apprenticeships assembly from TVLPN.	Curriculum staff to highlight the relevance of subjects to careers; the relationship between subjects, future jobs and skills is clearly outlined and students are supported to understand potential pathways from subjects. Within each subject: • Employability skills will be explicitly linked • Pathways are highlighted for post 18 options	Local employers are invited to assemblies throughout the year. Employers are invited to careers fair. Big Project with Jacobs starts in September and runs to July	Careers Fair open to Years 9-13. Over 50 different employers or HE providers in attendance. Scheduled March/April.	External assemblies every 3 weeks from HE providers. To include: -Local HE -Russel Group -Oxford/Cambridge -Apprenticeships -Volunteering opportunities -Access to HE opportunities	1:1 session with careers advisors as requested by students and/or parents.

				Linked job roles/sectors are identified				
Learning Outcome Year 13	All students will have completed a personal statement and have a reference from teachers. All students will have a destination plan guided by academic tutors. All students will have had at least one 1:1 career advice appointment.							

Partnerships:

We currently have excellent partnerships with local employers and educational providers. Please see the list below.

- Jacobs
- Tees Valley Careers Hub
- EE
- Cummins
- Arup

You could get involved by volunteering for mock interview, our careers fair, mentoring, offering work experience placements, providing industry tours or subjects talks. If you would like to discuss ways to get involved, please get in contact.

Parents and Carers:

Parent and Carers are welcome to review and give feedback on the careers provision. This will be done through a parent text through our MCAS app. This will be done yearly to ensure your feedback can be used to improve our careers provision. There are also several opportunities through AMD and Careers Fairs that you can feedback to the college.

Monitoring and Evaluation:

The careers team will review our programme through a full evaluation. We use the CDI framework, the Gatsby Benchmarks and Dots and Law model to ensure our evaluation is rigorous. We are also required to complete a compass review every half term to help us focus where our provision is needed most. Data generated through feedback from students, parents and staff is used to ensure the evaluations can be as accurate as possible. Finally, as a college we report on KS4 and KS5 destinations data. Please see our Careers Policy for more information.