

## **Vision**

We seek to prepare students for the opportunities of the future, wherever or whatever those opportunities might be.

### **Strategic Objective 1**

Develop a stable careers programme that addresses the needs of the changing world of employment, including using LMI, and that is fully endorsed by all stakeholders.

### **Strategic Objective 2**

Provide good quality, independent and impartial careers advice to all students which is tailored to them and which both inspires and motivates them to fulfil their potential.

### **Strategic Objective 3**

Provide opportunities to work in partnership with employers, training providers, local colleges and others to inspire students through real-life contact with the world of work.

# The six learning areas

## Grow throughout life

Grow throughout life by learning and reflecting on yourself, your background, and your strengths.



## Explore possibilities

Explore the full range of possibilities open to you and learn about recruitment processes and the culture of different workplaces.



## Manage career

Manage your career actively, make the most of opportunities and learn from setbacks.



## Create opportunities

Create opportunities by being proactive and building positive relationships with others.



## Balance life and work

Balance your life as a worker and/or entrepreneur with your wellbeing, other interests and your involvement with your family and community.



## See the big picture

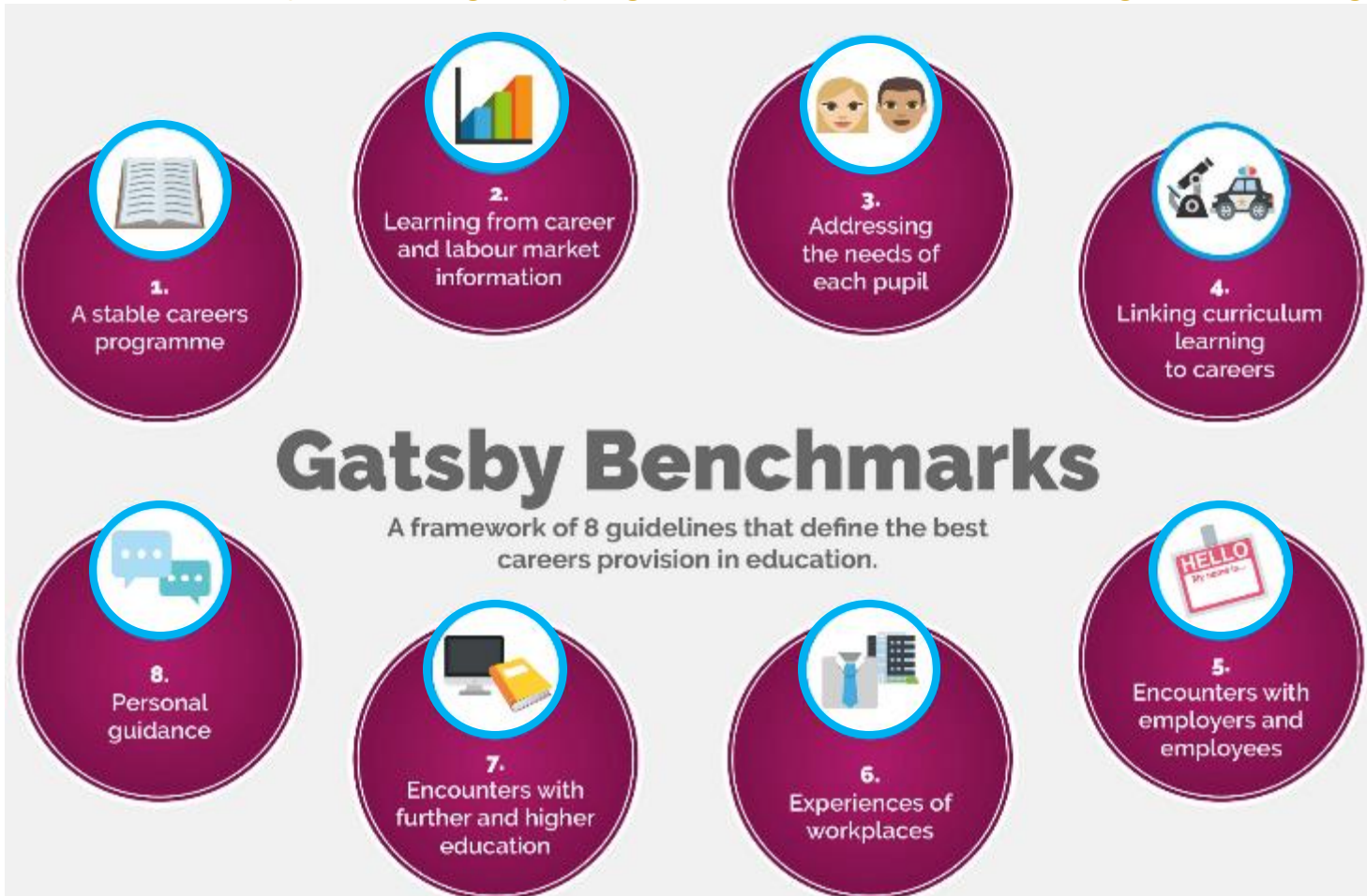
See the big picture by paying attention to how the economy, politics and society connect with your own life and career.



# What are the Gatsby Benchmarks ?

**The eight benchmarks are a framework for good career guidance** developed to support schools in providing students with the best possible careers education, information, advice, and guidance. They were established as part of Sir John Holman's research into what pragmatic actions could improve career guidance in England, and lay out what a world-class career guidance system looks like. The Benchmarks form part of the careers strategy, launched December 2017.

For more information: <https://www.gatsby.org.uk/education/focus-areas/good-career-guidance>



# Year 7 – Discover

Activities	CDI Framework/Gatsby Benchmark	Strategic Objective	Monitoring and Evaluation
<p><b>Speed Networking</b> - students are tasked to carousel through a series of stands with various examples of external employers and educational establishments. They are given a small number of questions to ask at each stand within a fast-paced speed networking format to ensure focus. Given opportunity to experience aptitude testing to raise awareness of suitable career paths.</p>	<p><b>CDI – Manage Career, See the Big Picture, Explore Possibilities</b> GB – 2, 5</p>	<p>1, 2, 3</p>	<p>Event evaluation and school focus group evaluation</p>
<p><b>Year 7 Careers lessons</b></p> <ul style="list-style-type: none"> <li>• Careers and Your Future</li> <li>• Understanding Transition Points</li> <li>• Personal Qualities and Skills</li> <li>• Finding Careers Information</li> <li>• Character Traits and Skills</li> <li>• LMI (1)</li> <li>• Careers Management and setting Goals</li> </ul>	<p><b>CDI – See the Big Picture, Explore Possibilities, Manage Career, Create Opportunities</b> GB - 4</p>	<p>1, 2, 3</p>	<p>As above</p>

# Year 8 – Explore

Activities	CDI Framework/Gatsby Benchmark	Strategic Objective	Monitoring and Evaluation
<p><b>Career Families</b> – an interactive experience where students are given the opportunity to engage in industry related tasks. Opportunities to learn about a wide range of career options and the routes available to achieve success.</p>	<p><b>CDI – Manage Career, See the Big Picture, Explore Possibilities, Create Opportunities</b> GB – 2, 5</p>	<p>1, 2, 3</p>	<p>Event evaluation and school focus group evaluation</p>
<p><b>Giant Tetrahedron Challenge (EW)</b> – a highly motivational activity that combines construction, practical maths and problem-solving skills. Students work in teams to construct a giant tetrahedron using rods and bands. This activity encourages good teamwork, problem solving and working to time constraints.</p>	<p><b>CDI – Grow throughout Life, Create Opportunities</b> GB - 4</p>	<p>1, 3</p>	<p>As above</p>

# Year 9 - Options

Activities	CDI Framework/Gatsby Benchmark	Strategic Objective	Monitoring and Evaluation
<p><b>Baker Clause Careers Event</b> - an interactive experience where students are given the opportunity to engage in industry related tasks. Opportunities to learn about a wide range of career options and the routes available to achieve success.</p>	<p><b>CDI – Manage Career, See the Big Picture, Explore Possibilities, Create Opportunities</b> GB – 2, 5</p>	<p>1, 2, 3</p>	<p>As above</p>
<p><b>Talk the Talk Oracy Event (EW)</b> – an engaging oracy workshop to teach and develop the use of structure in presentations, essay writing and exam answers. Students will be taught to identify and use persuasive language techniques to get their message across and will be well prepared for English Speaking and Listening assessments.</p>	<p><b>CDI – Manage Career, See the Big Picture, Explore Possibilities, Create Opportunities</b> GB – 2, 5</p>	<p>1, 2, 3</p>	<p>As above</p>
<p><b>Career Information Sessions</b> (after Autumn Half Term)            Session 1 – GCSE's 9-1 explained (H/W - Questionnaire)            Session 2 – Which GCSE's to take? Myths Busted!            Session 3 – BBC Bitesize – Where could your favourite subject take you? (H/W - Subject Quiz)            Session 4 – Buzz careers quiz – what type of animal are you? (H/W – complete own Buzz quiz)            Session 5 – Am I making the right decision?            Session 6 – Post 16 – What Options are available? (H/W – Questionnaire)</p>	<p><b>CDI – Manage Career, See the Big Picture, Explore Possibilities, Create Opportunities</b> GB – 1, 2, 3, 4</p>	<p>1, 2, 3</p>	<p>Regular testing via Microsoft Forms as HW</p>
<p><b>Career Information Sessions</b> (Spring Term)            Session 7 – Is University for me? What degree/What subject?            Session 8 – Apprenticeships and Traineeships            Session 9 - Alternative Progression Routes (UTC/FE)            Session 10 – Volunteering            Session 11 – What do I know? (post session assessment)</p>	<p><b>CDI – Manage Career, See the Big Picture, Explore Possibilities, Create Opportunities</b> GB – 1, 2, 3, 4</p>	<p>1, 2, 3</p>	<p>Regular testing via Microsoft Forms as HW</p>

# Year 10 - Experience

Activities	CDI Framework/Gatsby Benchmark	Strategic Objective	Monitoring and Evaluation
<p><b>Discover Day at New College</b> – an opportunity for students to attend college for a 'look at life' at college.</p>	<p><b>CDI - Grow throughout Life, Manage Career, See the Big Picture, Explore Possibilities, Create Opportunities GB – 2, 3, 7</b></p>	<p>1, 2, 3</p>	<p>As above</p>
<p><b>2 Day Masterclass at New College</b> – this event is an extended 'taster' where students are able to spend 2 days at college in 1 department. (limited places)</p>	<p><b>CDI – Grow throughout Life, Manage Career, See the Big Picture, Explore Possibilities, Create Opportunities GB – 2, 3, 7</b></p>	<p>1, 2, 3</p>	<p>As above</p>
<p><b>Women in Engineering (NC)</b> – this event is organised for female students only to give them an experience over a full day of different careers within the Engineering Sector.</p>	<p><b>CDI – Grow throughout Life, Manage Career, See the Big Picture, Explore Possibilities, Create Opportunities GB – 2, 3, 7</b></p>	<p>1, 2, 3</p>	<p>As above</p>
<p><b>Women in Construction (NC)</b> – this event is organised for female students only to give them an experience over a full day of different careers within the Construction Industry.</p>	<p><b>CDI – Grow throughout Life, Manage Career, See the Big Picture, Explore Possibilities, Create Opportunities GB – 2, 3, 7</b></p>	<p>1, 2, 3</p>	<p>As above</p>

# Year 10 - Experience

Activities	CDI Framework/Gatsby Benchmark	Strategic Objective	Monitoring and Evaluation
<p><b>Men in Health and Social Care (NC)</b> – this event is organised for male students only to give them an experience over a full day of different careers within the Health and Social Care Sector.</p>	<p><b>CDI – Grow throughout Life, Manage Career, See the Big Picture, Explore Possibilities, Create Opportunities</b> GB – 2, 3, 7</p>	<p>1, 2, 3</p>	<p>As above</p>
<p><b>Work Placement Week (EW)</b> – this activity enables students to experience the ‘World of Work’ over the period of 5 days. They are encouraged to find their own placement to develop resourcefulness, independence, organisational skills and personal skills.</p>	<p><b>CDI – Grow throughout Life, Manage Career, See the Big Picture, Explore Possibilities, Create Opportunities</b> GB – 2, 3, 5, 6</p>	<p>1, 2, 3</p>	<p>Work placement diary</p>
<p><b>Post 16 Destinations Questionnaire</b> – this is an in-house questionnaire that is designed to ensure that students are considering their options for post 16. It asks them specific questions so that they are required to think about their future in a timely fashion and not leave until the last minute.</p>	<p><b>CDI – Manage Career, Explore Possibilities, Create Opportunities</b> GB – 2, 3, 5, 6</p>	<p>2</p>	<p>Monitoring by PKE</p>

# Year 11 - Future

Activities	CDI Framework/Gatsby Benchmark	Strategic Objective	Monitoring and Evaluation
PKE supplied tutors with key dates for local schools and FE centre events. (proactive)	<b>CDI – Manage Career, Create Opportunities, Explore Possibilities</b> GB - 3	1, 2	N/A
<b>New College assembly</b> – this is a ‘look at life’ presentation about what it is like at New College and the different courses available.	<b>CDI – Manage Career, Create Opportunities, Explore Possibilities</b> GB – 3, 7	1, 2, 3	N/A
<b>Mock Interviews</b> – Business Ambassadors interview students on a one-to-one basis and provide feedback based upon a set framework. This gives students an opportunity to practice and learn from an interview situation. Students are given a range of possible questions in advance to enable them to prepare properly.	<b>CDI – Grow Throughout Life, Manage Career, Create opportunities</b>	1, 2, 3	Evaluation feedback form
<b>1:1 interviews (reactive)</b> – interviews with specific students identified from student proforma.	<b>CDI – Grow Throughout Life, Manage Career, Create Opportunities</b> GB – 3, 8	1, 2	Data recorded on Start platform
<b>6th Form class visits/PKE class visits</b> – 6 <sup>th</sup> form visits to outline the procedure for joining our 6 <sup>th</sup> form and a short presentation showing the subjects on offer.	<b>CDI - Grow Throughout Life, Manage Career, Create Opportunities</b> GB - 3	1, 2	By 6 <sup>th</sup> form tam
<b>DJ 6th Form Open Evening and DJ Parents Evening</b> – parents and students can discuss subject content with A level subject teachers. 1 <sup>st</sup> application deadline 5 <sup>th</sup> November	<b>CDI – Grow Throughout Life, Manage Career, Create Opportunities</b> GB - 3	1, 2	Event eval and focus group evaluation



# Year 11 - Future

Activities	CDI Framework/Gatsby Benchmark	Strategic Objective	Monitoring and Evaluation
<p><b>Baker Clause Careers Event</b> – Employers and FE/HE Providers come into school to provide information on career paths within their organisation. Students are tasked to speak to at least 4 from FE/HE provider and 4 from employers.</p>	<p>CDI – Grow throughout Life, Manage Career, See the Big Picture, Explore Possibilities, Create Opportunities GB – 3, 7</p>	<p>1, 2, 3</p>	<p>As above</p>
<p><b>Experience Days at New College</b> - an opportunity for students to 'try' different vocational departments for a 2-hour session. These will run over a number of weeks offering different subject areas.</p>	<p>CDI – Grow throughout Life, Manage Career, See the Big Picture, Explore Possibilities, Create Opportunities GB – 2, 3, 7</p>	<p>1, 2, 3</p>	<p>As above</p>
<p><b>Intended Destination tracking 1</b> – (autumn term) students are required to complete a proforma with choices for post 16 destination. Used to identify students who need additional support. This is a live document that is updated throughout the year. PKE obtains lists from NC ad D6FC (have data share agreement) identifying students who have applied to their centres.</p>	<p>CDI – Manage Career, Create Opportunities, Explore Possibilities GB – 3, 8</p>	<p>1, 2</p>	<p>By PKE</p>
<p><b>Apprenticeship assembly</b> – ASK Team assembly showing what apprenticeships are, what the different levels of apprenticeships are and how to create an account on the .Gov apprenticeship page.</p>	<p>CDI – Manage Career, Create Opportunities, Explore Possibilities, See the bigger Picture GB – 3, 8</p>	<p>1, 2</p>	<p>As above</p>
<p><b>RONI data received</b> – Risk Of NEET Indicator data for Yr10 and Yr11 (Feb-Apr)</p>	<p>CDI – Manage Career, Create Opportunities, Explore Possibilities GB – 3, 7</p>	<p>1, 2</p>	<p>By PKE and distributed to YL</p>
<p><b>Intended Destination tracking 2</b> – updated in Spring Term.</p>	<p>CDI – Manage Career, Create Opportunities, Explore Possibilities GB – 3, 8</p>	<p>1, 2</p>	<p>By PKE</p>
<p><b>Intended Destination tracking 3</b> -updated in Summer term.</p>	<p>CDI – Manage Career, Create Opportunities, Explore Possibilities GB – 3, 8</p>	<p>1, 2</p>	<p>By PKE</p>