

# Careers guidance and inspiration at George Mitchell School



**Careers Vision:** *“Rooted in our PRIDE values, our careers programme develops confident, independent learners who are equipped with the knowledge, skills and ambition to achieve positive future destinations”*

- Secure independent careers guidance and ready for the world of work
- All students leave with a high-quality provision from classroom and extra-curricular activities
- All students from year 7 – 11 are inspired and motivated to fulfil their potential, and continue to an ambitious range of careers
- Students will be inspired through real-life contacts from the world of work, which can help them understand where different choices can take them in the future
- All students will have at least 4 encounters with approved providers by the end of Year 11 (2 in Y8&9 and 2 in Y10&11).
- Student Feedback & destination data are used to review and improve provision when needed. Tools used could be Internal Leadership Review, Future Skills Questionnaire, verbal feedback following events, quizzes and activities.
- **Year 7- 8 is part of Peer Assisted Learning (PALs) and are expected to have access to 50 hours employer engagement through BM 4 and BM5 helping to build awareness of future career pathways**

## Inspiring our young people (25 – 27)

- Scheduled engagement with local post-16 providers, including sixth forms, FE colleges and training providers, coordinated by Jackie Ainsworth, ensuring students are aware of the full range of academic and technical pathways including V Levels, in line with Provider Access Legislation
- Scheduled provider encounters for Years 10–11, including a college open evening and additional opportunities for providers to deliver sessions within the school day
- PSHE careers programme, delivered by specialised teaching staff.
- Networking with Sixth Forms and Colleges in and around the borough led by Jackie Ainsworth
- Year 10 work experience programme, delivered in partnership with BEP Group, providing all students with a meaningful encounter with the workplace
- Year 9 preparation for work experience. Including employer engagement and readiness activities
- Personal guidance interviews with a qualified, impartial careers adviser (Lisa – Inspire), supporting students to make informed decisions about next steps Employer engagement activities, including:

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	<ul style="list-style-type: none"> <li>• Jackie will organise an in-person college evening for Year 10 and 11 and families to attend</li> <li>• Alumni representation within school, celebrating former students' achievements to raise aspirations and awareness of different career pathways</li> <li>• Business challenge fundraising activities – Cake sale, Business challenge (decision making, team building and problem-solving skills are used)</li> </ul>
<p><b>Building strong connections with employers</b> (28 – 32)</p>	<ul style="list-style-type: none"> <li>• Year 8 Apprenticeship awareness assembly</li> <li>• Year 9 options evening – students and parents/careers speak with careers advisors to know what they would need to study for options – this helping them get the best opportunity for their future</li> <li>• Meaningful Work experience for year 10 which fulfils the DfE requirement.</li> <li>• More Able University functions for year 10 and 11</li> <li>• College taster days</li> <li>• Careers fairs – career networking opportunity</li> <li>• One to one session with a level 6 qualified advisor careers advisor</li> <li>• LinkedIn workshop to create an Alumni network of school leavers</li> <li>• Fundraising charity events</li> <li>• Personal statement workshop with JA</li> <li>• Careers and Enterprise Company engagement</li> <li>• Careers Hub meetings</li> <li>• Alumni Talks</li> <li>• Interview practice with employers</li> <li>• Feedback given to students from Professional Interview Day</li> <li>• Year 11 booklet – a guide for post 16</li> <li>• Mentoring within the school – outside agency support</li> <li>• I.T time given for National Careers Service website for students in year 10/11</li> <li>• Jackie will keep in contact with colleges re opening days – these are then displayed on the padlet and on careers noticeboards and students made aware</li> <li>• Useful websites displayed on the careers board and padlet</li> <li>• Personal Statement writing during tutor time</li> </ul>

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	<ul style="list-style-type: none"> <li>• Mentoring programmes with external organisations, supporting targeted students (including disadvantaged learners)</li> <li>• Stereotypes STEM workshops for girls led by women in engineering job roles</li> <li>• Ongoing interview practice and employability skills development, supported by external partners</li> <li>• Careers fairs and Skills for London events, providing opportunities for direct engagement and networking with a range of employers</li> </ul>
<p><b>Careers and enterprise companies</b> (33 – 36)</p>	<p><b>Strategic Partnerships &amp; Development</b></p> <ul style="list-style-type: none"> <li>• Active engagement with the Careers and Enterprise Company and Careers Hubs, supporting ongoing development of employer links and programme quality</li> <li>• Attendance at regional careers events (e.g. Skills for London) to expand employer networks and opportunities</li> </ul>
<p><b>The National Careers Service</b> (37 – 38)</p>	<ul style="list-style-type: none"> <li>• Year 11 tutor time dedicated to Careers exploration</li> <li>• Displays on careers noticeboard regarding Careers website</li> <li>• Posts on student careers section - padlet</li> </ul>
<p><b>Access to full range of education and training options</b> (39 - 43)</p>	<p><b><i>“The school provides all students in Years 8–11 with scheduled access to a range of education and training providers, including further education colleges, apprenticeship providers and training organisations, in line with Provider Access Legislation. (Apprenticeships and Training providers) All students are supported to access these opportunities, with additional targeting where appropriate”</i></b></p> <ul style="list-style-type: none"> <li>• External Impartial Level 6 qualified Careers Advisor</li> <li>• Scholarship Programme</li> <li>• One2one interviews with careers advisor</li> <li>• Alternative provision offered to priority students</li> <li>• University fairs organised for More Able students and Year 11 students.</li> <li>• National Careers Service website</li> <li>• Assemblies for colleges, apprenticeships etc.</li> <li>• Personal statement workshops JA</li> <li>• College evening for students and parents held at George Mitchell in November</li> </ul>

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	<ul style="list-style-type: none"> <li>• College taster days organised for students</li> <li>• Careers notice board &amp; padlet updated daily with open day events displayed</li> <li>• Careers focus lessons -pastoral curriculum and scheduled PHSE lessons</li> <li>• Access for training providers – <b>(Provider Access Policy on school website)</b></li> </ul>
<p><b>Securing support for choices and progression</b> (44 – 45)</p>	<p><i><b>“We want to empower our students to understand their options and make confident, informed choices about their next steps, with tailored support based on individual need we support every child through age and level appropriate scaffolded learning activities such as”.</b></i></p> <ul style="list-style-type: none"> <li>• Year 11 post-16 guidance booklet, outlining available pathways and application processes</li> <li>• Online questionnaire to look at understanding of choices</li> <li>• Look at local LMI trends and adjust our careers programme accordingly</li> <li>• SEN students will receive extra support when choosing work experience</li> <li>• Personal statement workshops and tutor time support, preparing students for post-16 applications</li> <li>• Data Look Meeting with High Ability students and more able coordinator</li> <li>• Scholarship Programme</li> <li>• PHSE lessons- careers focus at Key points in the academic calendar</li> <li>• Extra support given to possible NEET students from KS3</li> <li>• Use of National Careers Service resources, supporting independent careers research</li> <li>• Developing stronger links with business to create a wider range of choices.</li> <li>• <a href="http://www.icould.com">www.icould.com</a></li> <li>• <a href="#">Student Padlet</a></li> <li>• <a href="#">Careers noticeboard</a></li> <li>• <a href="#">BBC Bitesize</a></li> <li>• School Website - <a href="#">Careers Section</a></li> </ul>
<p><b>Face-to-face careers guidance</b> (46 – 47)</p>	<ul style="list-style-type: none"> <li>• Careers advice Delivered by a Level 6 or higher qualified careers adviser</li> <li>• Intended destination day</li> <li>• Alumni board for inspiration ideas</li> <li>• Mentoring within the school and outside agency support</li> <li>• Apprenticeship Advisors</li> <li>• Alumni Talks</li> <li>• Assemblies</li> </ul>

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<p><b>Participation age awareness</b> (48 – 49)</p>	<ul style="list-style-type: none"> <li>• Careers Related Learning Workshops /Trips within Subjects</li> <li>• Subject focus extra-curricular clubs</li> <li>• PHSE Lessons Years 7-9</li> <li>• Attend Apprenticeship awareness assemblies</li> <li>• Student Council - Relatable role models</li> </ul>
<p><b>Working with local authorities</b> (50 – 52)</p>	<ul style="list-style-type: none"> <li>• Possible NEET students supported</li> <li>• Department for Working pensions assemblies</li> <li>• Careers service at Waltham Forest Council</li> <li>• Targeted potential NEET workshop with Lisa</li> <li>• KS4 cohort</li> <li>• Intended destination</li> <li>• Results day careers advise</li> <li>• Working with Team London Enterprise Advisors from Greater London Authority.</li> <li>• Attendance</li> </ul>
<p><b>Information sharing</b> (53 – 55)</p>	<ul style="list-style-type: none"> <li>• Jackie A provides year 11 cohort check to Waltham Forest careers service manually (Destinations Data)</li> <li>• Intended destination day information supplied to Waltham Forest</li> <li>• Year 11 cohort check sent to Waltham Forest (Potential NEET students highlighted)</li> <li>• Potential NEET workshops with careers advisor</li> <li>• Student profiles with careers advisor to enable a successful meeting</li> </ul>
<p><b>Support for vulnerable and disadvantaged young people</b> (56 – 60)</p>	<ul style="list-style-type: none"> <li>• Networking with key staff of the SEN students</li> <li>• Careers advisor, pastoral team HOY and Jackie track potential NEET students</li> <li>• Application support for students</li> <li>• College application checks to ensure grades match the course</li> <li>• Alternative provision can be offered</li> <li>• Mentoring given to help boost confidence</li> <li>• Careful tracking of all vulnerable students in Year 11 to make sure they have all the information and resources to make the right college choices</li> <li>• Understanding the predicted grade levels and choosing the appropriate courses at college/Sixth Form</li> </ul>

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<p><b>Support for students with special educational needs</b> (61 – 65)</p>	<ul style="list-style-type: none"> <li>• Year 7 Transition programme -Sen Dept.</li> <li>• Targeted group work (SEN, EAL, PP and targeted priority students)</li> <li>• Data profiles of students</li> <li>• Careers guidance from external stakeholders (DWP, Inspire, Mentors)</li> <li>• Careers interview and action plan follow up</li> <li>• Information and advice day feedback sharing with key staff</li> <li>• JK works closely with SEN students for work experience. Statements are written for employers and JK will contact them with more information</li> <li>• Year 11 SEN students have a transition plan to support a smooth transition into college</li> <li>• Work with careers SEN to do additional assessments (Functional Maths qualification)</li> <li>• Meetings arranged with parents/carers on request</li> <li>• Year 9 transition plan for year 9 SEN (options) meet with parents’ any students with EHCP plans</li> <li>• Discussing possible career choices</li> </ul>
<p><b>Destination Measure</b> (70 – 71)</p>	<ul style="list-style-type: none"> <li>• Intended destination day</li> <li>• Creating Alumni to support tracking of leavers</li> <li>• Where are they now data collection by Jackie A – contacting colleges etc. to find out where our students are studying</li> <li>• Send the information to the Borough</li> <li>• Activity Survey - to look at trends and adapt careers programme</li> </ul>