



*Careers Information, Advice & Guidance*

## **Twyford C of E High School**

# **Careers IAG Programme**



## **2023-24**

### **September 2023**

**Providing a comprehensive CIAG programme  
for all students in Y7-13**

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## **Introduction to Careers Information, Advice and Guidance at Twyford C of E High School:**

Twyford C of E High School is committed to **preparing students for future success in education, employment and training**. Our comprehensive Careers programme uses the **Gatsby Benchmarks & The Baker Clause** to develop and implement our Careers provision and enable a range of education and training providers to regularly engage with all students across Year 7-13.

Within our Careers programme, all students receive **unbiased & impartial information** about potential next steps and high quality careers guidance. We aim to provide high quality, meaningful opportunities for students to **encounter the world of work** and teach students a range of **employability skills** to ensure they have a successful future in the workplace.

Our vision for Careers supports our whole school ethos (John 10:10) of nurturing students unique **gifts, skills and talents** and ensuring students enjoy '*life in all its fullness*' and engage positively with their future life choices.

### **Careers Leadership at Twyford:**

The Careers team at Twyford:

- **Miss L Adams:** Assistant Head teacher: Wider Learning & Careers
- **Mr A John:** CIAG & Progression Coordinator

As a school, all staff including Teachers, Tutors, Support Staff, Heads of Year, Heads of Department and Senior Leadership Team are committed to supporting our Careers programme.

The contact details for Careers & Work Experience are:

- Miss L Adams: [ladams@twyford.ealing.sch.uk](mailto:ladams@twyford.ealing.sch.uk)
- Mr A John: [AJohn@twyford.ealing.sch.uk](mailto:AJohn@twyford.ealing.sch.uk)
- Careers IAG enquiries & work experience: [ciag@twyford.ealing.sch.uk](mailto:ciag@twyford.ealing.sch.uk)

Both our **school website** and **COPIA** contain regular updates about our Careers programme including events, opportunities, talks and Careers Bulletins.

### **Supporting our Careers Programme at Twyford High School:**

If you or a family member or friend are a business or employer, education or training provider and **could support Twyford with our Careers programme** (*including Work Experience placements, lunchtime careers talks, networking opportunities & attending our careers Fair in March 2024*), please do contact us as we are always looking to expand our network of employers and education providers.

## Careers Guidance in schools – Statutory Frameworks & Gatsby Benchmarks:

In December 2017, the Department for Education (DfE) published a new **Careers Strategy for secondary schools** followed by statutory guidance in January 2018. Schools must have an appointed **Careers Leader** and a **Careers Information, Advice & Guidance (CIAG) Programme** for each academic year.

By September 2020 schools should be meeting the **Eight Gatsby Benchmarks** (outlined below):

### **The Gatsby Benchmarks:**

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. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

### **The Baker Clause:**

In January 2018, the DfE also introduced '**The Baker Clause**' - an amendment to the Technical and Further Education Act 2017. The Baker Clause stipulates that schools must allow colleges and training provider's access to every student in Y8- 13 to **discuss non-academic routes that are available to them**. It is expected that by doing so this will help address the **UK's productivity challenges and address skills shortages experienced across several sectors of the economy**.

To ensure we are **compliant with The Bakers Clause**, we have developed excellent links & partnerships with the following organisations & providers, who regularly run assemblies, talks, small group sessions & workshops for our students:

- **Local colleges:** *West London College, Brentford FC Programme, Chapel Manor*
- **ASK Programme:** *Apprenticeship, Support & Knowledge*
- **Partner of InvestIN:** *Immersive career programmes for 12-18 year olds, free bursary places for Pupil Premium students available*
- **Countryside:** *A construction company based in Acton*
- **Xello:** *Online career platform for all Y7-13 students which provides students with a careers profile & different pathways into an industry*
- **SpringPod:** *Virtual work experience platform available to all students in Y7-13*

## Quality Assurance within our Careers provision:

Good quality careers guidance in schools should include:

- How the curriculum extends beyond the academic, technical and vocational
- The Broader development of students; enabling students to discover interests
- How students are prepared for future success in their next steps
- How schools promote an inclusive environment that meets the needs of all students

In order to regularly **evaluate our Careers provision**, we complete a compass evaluation (arranged by **The Careers & Enterprise Company**) once per year, which provides information about how we are **performing against the Gatsby Benchmarks**. Our most recent **Compass evaluation in April 2023** showed that we are making excellent progress with meeting the Gatsby Benchmarks, well above national average:

	2019	2020	2021	2022	2023
1	17%	88%	91%	100%	100%
2	80%	85%	85%	100%	100%
3	72%	81%	90%	100%	100%
4	56%	60%	87%	100%	100%
5	50%	75%	75%	100%	100%
6	87%	87%	87%	100%	100%
7	66%	79%	79%	100%	100%
8	37%	95%	95%	100%	100%

We are confident that our Careers provision is **wide ranging, inclusive and diverse**. Within our Pastoral Programme, Wider learning offer, Curriculum and additional Careers IAG provisions, we feel that we are giving students the **right support, knowledge and skills to be successful in their future at Twyford at beyond**.

As always, we are open to receiving feedback & suggestions for further ways to continue to develop & refine our Careers programme.

## **CIAG Learning Outcomes for Twyford students:**

We have identified the key Careers development learning outcomes for students in each year group. Students will reflect on their progress with these outcomes after each Quarterly Assessment using their self-reflection record booklets.

	<b>CIAG Learning Outcome</b>
<b>7</b>	<ul style="list-style-type: none"> <li>To begin to think about the types of careers that I might be interested in based on the subjects I enjoy &amp; the things I am good at.</li> </ul>
<b>8</b>	<ul style="list-style-type: none"> <li>To make decisions about the subjects I will choose for my electives that would be best suited to the careers that I am interested in pursuing in the future.</li> </ul>
<b>9</b>	<ul style="list-style-type: none"> <li>To research future pathways and fully engage in acquiring the additional skills &amp; experience I need to prepare me for my future pathways.</li> </ul>
<b>10</b>	<ul style="list-style-type: none"> <li>To be able to write a CV which demonstrates my employability skills and use this to secure a meaningful and valuable Work Experience placement.</li> <li>To begin thinking about my Plan A &amp; B (and C) options for my Post 16 pathway</li> </ul>
<b>11</b>	<ul style="list-style-type: none"> <li>To research and understand the different options available to me at Post 16.</li> <li>To have a clear Plan A &amp; B (even C) in place for my Post 16 pathway.</li> </ul>
<b>12</b>	<ul style="list-style-type: none"> <li>To begin researching and planning my Post 18 options.</li> <li>To be able to refine and update my CV and use this to secure a Work Experience placement in the field I am interested in pursuing at Post 18.</li> </ul>
<b>13</b>	<ul style="list-style-type: none"> <li>To research and understand the different options available to me at Post 18.</li> <li>To have a clear Plan A and B (and C) in place for my Post 18 pathway.</li> </ul>

To support students with meeting the learning outcomes, we have a range of support & resources in place. There are further details below but these include:

- ✓ CIAG focus in our Y7-13 Pastoral programme
- ✓ Careers office based in M-Block
- ✓ Assemblies on Apprenticeships, Vocational courses & Employment throughout the year
- ✓ Work Experience support sessions at lunchtime
- ✓ Post 16 options support during Thursday AM registration
- ✓ UCAS Convention for all of Y12 in March
- ✓ Careers Fair for Y7-13 in March (with approx. 35 employers & HE providers)
- ✓ Access to Xello Online careers platform for Y7-13 students & all staff
- ✓ Careers focus in self-reflection booklets after each QA for all students
- ✓ Regular 1:1 CIAG meetings with Y10-Y13 to support with pathways
- ✓ Work Experience week for Y10 & 12
- ✓ External speaker programme (Tuesday lunchtimes – 10 careers talks booked for 2023-24)
- ✓ Half-termly CIAG bulletins emailed out to all students, parents & carers
- ✓ SpringPod – online work experience platform for Y9-13 students

## **CIAG focus within the Pastoral programme Y7-9:**

At Twyford, we have a comprehensive Pastoral programme for every year group, which combines tutor sessions and assemblies focusing on different aspects of our 10:10 ethic. The programme is designed to support students in their Spiritual, Moral, Social and Cultural development (SMSC).

There are also many opportunities within the pastoral programme to focus on Careers IAG at different stages throughout the year, particularly when students are making choices about their future steps and pathways. As students progress up through their education, the CIAG guidance sessions increase to support them with Post 16 and Post 18 plans. When a pastoral session has a Careers focus, the session will clearly show the CIAG logo.

The key CIAG focus points for Y7-9 are outlined below:

**Pastoral Curriculum Coordinator:** Mrs Woodham

**Email:** [HWoodham@twyford.ealing.sch.uk](mailto:HWoodham@twyford.ealing.sch.uk)

### **Year 7 Pastoral Programme – CIAG focus:**

**Head of Year 7:** Ms De Luca

**Email:** [NDeLuca@twyford.ealing.sch.uk](mailto:NDeLuca@twyford.ealing.sch.uk)

Term 1:

- **Pastoral session:** *‘Wider Learning focus – developing skills & talents beyond the classroom’*
- **Pastoral session:** *‘NHS Careers Competition’*

Term 2:

- **External pastoral workshop:** *‘Your Life You Choose’ (several different employers delivering workshops)*
- **Pastoral session:** *‘Developing Leadership & Employability skills’ (links to employment)*

Term 3:

- **Pastoral session:** *‘Future goals and ambitions’*
- **Pastoral session:** *‘Introduction to Xello careers platform’*
- **Pastoral workshop:** *‘Living in the wider world’*

### **Year 8 Pastoral Programme – CIAG focus:**

**Head of Year 8:** Ms Shine

**Email:** [MShine@twyford.ealing.sch.uk](mailto:MShine@twyford.ealing.sch.uk)

Term 1:

- **Pastoral session:** *‘Wider Learning focus – developing skills & talents beyond the classroom’*
- **Pastoral session:** *‘NHS Careers Competition’*

Term 2:

- **Pastoral session:** *Career Ambitions*
- **Pastoral session:** *‘Introduction to Xello careers platform’*

Term 3:

- **Assembly:** *Electives process for Y9 (x 2 assemblies)*
- **Pastoral sessions:** *CIAG for Y9 electives (x 4 pastoral sessions)*
- **Pastoral workshop:** *'Choices'*

## Year 9 Pastoral Programme – CIAG focus:

Head of Year 9: Ms Shine

Email: [MShine@twyford.ealing.sch.uk](mailto:MShine@twyford.ealing.sch.uk)

Term 1:

- **Pastoral session:** *'Thinking about your future choices'*
- **Pastoral session:** *'How can your gifts & talents support your career pathway'*

Term 2:

- **Pastoral session** *'Exploring different Career Pathways' (x 8 pastoral sessions)*
- **Pastoral session:** *'Career Matchmaker Quiz using Xello careers platform'*
- **Information Evening:** *'Y9 GCSE information Evening' for students & parent / carer*
- **Pastoral session:** *'Choosing your GCSE options pathway' (x 2 sessions)*

Term 3:

- **Assembly:** *'Y9 into 10 GCSE options'*
- **Pastoral workshop:** *'Careers'*
- **Pastoral session:** *'Developing work skills'*
- **Activities week:** *Day trips & activities programme in different careers & industries*

## Examples of Careers IAG for Y7-9 in the pastoral curriculum:

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CIAG

**Y7 Pastoral Workshop: Living in the Wider World**

TwyfordCofE High School  
Year 7  
PSE workshop: Living in the Wider World  
Breakout session: Careers

People your age are often asked by adults 'what do you want to be when you grow up?' This question typically refers to the type of career or job that you might want to do in the future.

**CIAG**

What job or career(s) are you currently interested in or are thinking about doing?

Recognise the range of pathways from school to the workplace  
Consider a range of careers  
Evaluate the different ways to the career(s) I am interested in.

**Y8 Assembly: Choosing your Y9 Electives**

What are my Elective choices?  
Choose 2 subjects from different blocks

<b>Block A</b> Drama	<b>Block B</b> Fine Art Graphics	<b>Block C</b> ICT Computer Science	<b>Block D</b> Music	<b>Block E</b> Dual Language <small>you must complete at least one of these</small>
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**Y9 Pastoral Workshop: Careers**

TwyfordCofE High School  
Year 9: Careers

What do you want to do after your GCSEs?

**CIAG**

By law in the UK, all students must remain in Education or Training between 16-18.

There are two possible options:

- Option 1: Continue in full time education in a School, College or Training provider
- Option 2: Complete an Apprenticeship (with a registered training provider)

What job do you want in the future?

English & Maths GCSE:  
It is also mandatory to re-take English & Maths GCSE alongside your Post 16 course if you do not achieve a grade 4 or above in both of these GCSEs.

**Y9 Pastoral Session: Developing work skills**

TwyfordCofE Academics Unit  
Year 9

How would each of these different intelligences help you in the workplace?

**CIAG**

**CHALLENGE**

Develop ideas/ask questions  
More specifically...  
In particular...  
Instead...

**Intelligence**

- spatial
- logical-mathematical
- linguistic
- musical
- interpersonal
- intrapersonal
- kinesthetic
- visual-spatial



## CIAG focus within the Pastoral programme Y10 & 11:

The key CIAG focus in pastoral sessions for Y10 & 11 are outlined below:

### Year 10 Pastoral Programme – CIAG focus:

**Head of Year 10:** Mr Hird

**Email:** [Rory.Hird@twyford.ealing.sch.uk](mailto:Rory.Hird@twyford.ealing.sch.uk)

**Term 1:**

- **Information Evening:** *Presentation on Work experience & Post 16 Options*
- **Assembly:** *'Work experience launch'*
- **Pastoral session:** *'Introduction to Xello'*
- **Pastoral session:** *CV writing (x 4 sessions)*
- **Support sessions:** *Work experience lunch time drop-in sessions*

**Term 2:**

- **Assembly:** *A-Levels & T-Levels assembly*
- **Assembly:** *West London College assembly*
- **Assembly:** *Apprenticeships assembly*
- **Pastoral sessions:** *A-Levels, T-Levels & Vocational courses, Apprenticeships (X 3)*
- **Pastoral sessions:** *Interview skills (x 3 sessions)*
- **Pastoral sessions:** *Careers sessions: Digital, Business, Health & Sport, Science, Engineering, Architecture, Protective services, Sales & Marketing, Finance & Banking (x 9 sessions)*
- **Support sessions:** *Work experience lunch time drop-in sessions*

**Term 3:**

- **Pastoral sessions:** *Careers sessions exploring industries Performing & Creative Arts, Environment & Agriculture, Social media, Childcare & Education, Animal Care, Construction, Transport & Logistics, Hair & Beauty, Social Care, Law, Travel & Tourism (11 sessions)*
- **Information Evening:** *Planning for post 16 options evening for students & parents*
- **CIAG 1:1 meeting 1:** *Plan A, B & C Post 16 options meeting (student, SLT, parents)*
- **Support sessions:** *Work experience lunch time drop-in sessions*

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### CIAG Examples of CIAG sessions for Y10 students

<b>Y10 Year Ahead information Evening – CIAG focus</b> <p>CIAG: Career, Information, Advice and Guidance (CIAG)  <b>Help your child work on good choices</b>          Year 10: You are now in year 10, a crucial time to start thinking about your future. This poster provides information on how to choose your A-levels or T-levels, including the importance of research, talking to your parents, and using the CIAG website for more information.</p>	<b>Y10 Pastoral session: Interview skills</b> <p>Year 10: Get all the advice given to you so far to help you plan answers to these questions:          - Tell me about yourself          - Describe an activity or hobby where you had to take responsibility          - What do you like to do in your free time?          - What are your strengths and weaknesses?          - What are your career aspirations?</p>	<b>Y10 Assembly: CV Writing &amp; Work Experience</b> <p>CIAG: Careers: Work Experience          Year 10: This poster provides information on how to find work experience, including the importance of research, talking to your parents, and using the CIAG website for more information.</p>
<b>Y10 Pastoral session: Health &amp; Science careers</b> <p>Year 10: Health and science careers include but are not limited to:          Doctor (Nurse / Surgeon) / Midwife          Research scientist          Chemist / Biochemist          Pharmaceutical          Geneticist          Personal Trainer          A&amp;P / Physio / Physiotherapist          Dietitian / Clinical Dietitian          Dental / Dental Hygienist          Do any of these jobs appeal to you?          Use the CIAG website for more information.</p>	<b>Y10 Pastoral session: Careers in Law</b> <p>Year 10: Law is a generic term used to describe anyone who is a licensed legal professional. This poster provides information on how to become a lawyer, including the importance of research, talking to your parents, and using the CIAG website for more information.</p>	<b>Y10 Pastoral session: Hair &amp; Beauty Careers</b> <p>Year 10: Look through the 3 handouts, which give details of some of the different jobs and different training routes into the hair and beauty industry. As you look, think: these are my options.</p>

## Year 11 Pastoral Programme – CIAG focus:

Head of Year 11: Mr Flynn

Email: [JFlynn@twyford.ealing.sch.uk](mailto:JFlynn@twyford.ealing.sch.uk)

Term 1:

- **Information Evening:** Presentation on Post 16 Options & Pathways
- **Assembly:** T-Levels at Ada Lovelace assembly
- **Assembly:** Vocational Course at College assembly
- **Assembly:** Level 3 & Degree Apprenticeships assembly
- **Pastoral session:** 'Finalising Plan A, B & C – using Xello' (x 2 sessions)
- **Assembly:** Y11 into Y12 new course information
- **Information Evening:** Twyford Sixth form information evening
- **CIAG 1:1 meeting 2:** Plan A, B & C Post 16 options meeting (student, SLT, parent / carer)
- **Support sessions:** Post 16 options lunch time drop-in sessions

Term 2:

- **Support Session:** 'Support with College applications' small group session
- **Support Session:** 'Support with Apprenticeship applications' small group session
- **Pastoral sessions:** Post 16 Plan A, B & C sessions following Q2 (X 2 sessions)
- **Support sessions:** Post 16 options lunch time drop-in sessions
- **Support sessions:** Further 1:1 CIAG meetings with Careers team (by invitation)

Term 3:

- **Pastoral sessions:** Post 16 Plan A, B & C sessions following Q3 (X 2 sessions)
- **Support sessions:** Post 16 options lunch time drop-in sessions
- **Support sessions:** Further 1:1 CIAG meetings with Careers team (by invitation)

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### CIAG Examples of CIAG sessions for Y11 students

**Y11 Year Ahead information Evening – CIAG focus**

**Y11 Pastoral session: Post 16 interview prep**

**Y11 Pastoral Session: Xello Career Platform**

**Y11 Assembly: West London College**

**Y11 Assembly: Apprenticeships**

Name	Level	Equivalent educational level
Intermediate	2	5 GCSE passes at grade 4/C or above
Advanced	3	2 A Levels / Level 3 diploma / International Baccalaureate
Higher	4, 5 & 6	Foundation degree and above
Degree	6 & 7	Bachelor's or master's degree

**Y11 Assembly: T-Levels**

## CIAG focus within the Pastoral programme Y12 & 13:

The key CIAG focus in pastoral sessions for Y12 & 13 are outlined below:

### Year 12 Pastoral Programme – CIAG focus:

**Head of Sixth form:** Mr Arthur ([marthur@twyford.ealing.sch.uk](mailto:marthur@twyford.ealing.sch.uk))

**Head of Year 12:** Mr El-Emam

**Email:** [delemam@twyford.ealing.sch.uk](mailto:delemam@twyford.ealing.sch.uk)

### Term 1:

- **Information Evening:** *Presentation on Post 18 Options & Pathways*
- **Assembly & Pastoral session:** *University pathways*
- **Assembly & Pastoral session:** *Apprenticeship pathways*
- **Assembly & Pastoral session:** *Work & Employment pathways*
- **Assembly & Pastoral session:** *Gap Year / Volunteering Pathways*
- **Pastoral session:** *Using Xello to explore Careers*
- **CIAG 1:1 meeting:** *1 per half term with tutor / sixth form team*
- **Support sessions:** *Post 18 options lunch time drop-in sessions*

### Term 2:

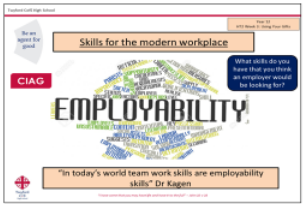
- **Support Session:** *'Support with Apprenticeship applications' small group session*
- **Pastoral session:** *CV writing workshop (4 sessions)*
- **Pastoral session:** *Employability skills*
- **Pastoral session:** *Interview Skills*
- **CIAG 1:1 meeting:** *1 per half term with tutor / sixth form team*
- **Support sessions:** *Post 18 options lunch time drop-in sessions*

### Term 3:

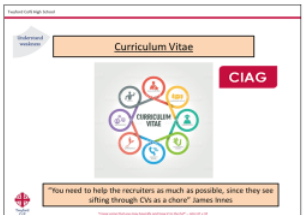
- **Pastoral session:** *Securing Work experience (6 sessions)*
- **Pastoral session:** *Post 18 options support with Plan A, B & C– UCAS, Employment, Apprenticeships (12 sessions)*
- **CIAG 1:1 meeting:** *1 per half term with tutor / sixth form team*
- **Support sessions:** *Post 18 options lunch time drop-in sessions*

Twyford C of E High School **CIAG** Examples of CIAG sessions for Y12 students

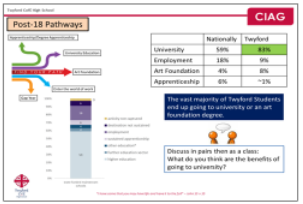
**Y12 Pastoral session: Employability skills**



**Y12 Pastoral Session: CV writing**

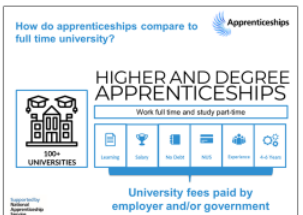


**Y12 Pastoral session: Post 18 Pathways**



	Nationally	Twyford
University	18%	88%
Employment	18%	8%
Art Foundation	4%	8%
Apprenticeship	6%	~2%

**Y12 Assembly: Apprenticeships**



## Year 13 Pastoral Programme – CIAG focus:

**Head of Sixth form:** Mr Arthur ([marthur@twyford.ealing.sch.uk](mailto:marthur@twyford.ealing.sch.uk))

**Head of Year 13: Mrs Easton**

**Email:** [teaston@twyford.ealing.sch.uk](mailto:teaston@twyford.ealing.sch.uk)

Term 1:


- **Information Evening:** *Presentation on Post 18 Pathways*
- **Assembly & Pastoral session:** *Finding a career you love*
- **Assembly & Pastoral session:** *Understanding the UCAS process*
- **Assembly & Pastoral session:** *Writing a Personal Statement*
- **Assembly & Pastoral session:** *Degree Apprenticeship pathways*
- **Assembly & Pastoral session:** *Employment pathways*
- **Assembly & Pastoral session:** *Gap Year / Volunteering Pathways*
- **Assembly & Pastoral session:** *Employment after University*
- **Assembly & Pastoral session:** *Preparing for University interview*
- **CIAG 1:1 meeting:** *1 per half term with tutor / sixth form team*
- **Support sessions:** *Post 18 options lunch time drop-in sessions*

## Term 2:


- **Assembly & Pastoral session:** *How to ace a job interview*
- **Assembly & Pastoral session:** Unconditional offers
- **Support Session:** *'Support with Apprenticeship applications' small group session*
- **CIAG 1:1 meeting:** *1 per half term with tutor / sixth form team*
- **Support sessions:** *Post 18 options lunch time drop-in sessions*

Term 3:

- **CIAG 1:1 meeting:** *1 per half term with tutor / sixth form team*
- **Support sessions:** *Post 18 options lunch time drop-in sessions*



Twyford CofE High School




CIAG

## Examples of CIAG sessions for Y13 students

### Y13 Pastoral Session: Employment


Who are the top graduate employers?

What does The Times base their assessment on?




### Y13 Pastoral Session: Gap year

A good starting point.....



### Y13 Assembly: UCAS

We can find this on the UCAS website and may find a useful



### Y13 Support Session: Support with UCAS & Personal statements

On Monday 17<sup>th</sup> October during PS, Ra & Ais, we are running 3 x 45 minute workshops with Year 13 from Royal Holloway to support students with UCAS application and personal statements. This is open to any student who is applying to Royal Holloway or any other Universities. There is a maximum of 30 spaces for each session.

The sessions will be in MS and will run from:

Session 1: PS (11.25-1.15)

Session 2: PS (1.25-3.15)

Session 3: PS (3.25-5.00)


Please complete the **30 second Microsoft form** emailed to you from Miss Adams if you would like to attend (first come, first serve basis).

A confirmation email will then be sent to you on Friday afternoon to confirm if you have a place. Please only book one session to ensure this opportunity is open to as many students as possible.

Miss Adams & Miss John

### Y13 Support Session: Applications for Apprenticeships

Degree apprenticeships available



## **Additional Careers Provisions:** **Twyford Advanced Programme (TAP):**

We also run an extensive Twyford advanced programme for students in Y9-13 which again has many links to supporting students with their future Education & Careers. Please find details below:

**Head of Twyford Advanced Programme:** Ms Fancourt

**Email:** [mfancourt@twyford.ealing.sch.uk](mailto:mfancourt@twyford.ealing.sch.uk)

### **Oxbridge Programme:**

**Year group:** 12

**No of students involved:** Approx. 55

**Duration of programme:**

- Year 12: 2 lessons a week
- Year 13: workshops and interviews

**Main aims of programme:**

- Year 12 & 13: supporting students in making applications to Oxford and Cambridge Universities as well as preparing them for interviews.

**Examples of session content:**

- Year 12: in depth looks at the Oxbridge collegiate system and application process; academic research methods; how to construct convincing arguments and analyse questions in an undergraduate style.
- Year 13: formal timetabled mock interviews with external Oxbridge graduate interviewers as well as Oxbridge interview workshops. Opportunities to attend lectures and workshops through partnerships with Harrow (Lumina) and St Paul's Girls School.

### **EPQ**

**EPQ Coordinator:** Ms Quiney [HQuiney@twyford.ealing.sch.uk](mailto:HQuiney@twyford.ealing.sch.uk)

**Year group:** Years 9-11

**No of students involved:** Approx. 15

**Duration of programme:**

- Years 12-13: 1 session a week

**Main aims of programme:**

- Complete Extended Project Qualification

**Examples of session content:**

- Academic writing and research methods

### **Junior TAP**

**Coordinator:** Ms Mehta [Imehta@twyford.ealing.sch.uk](mailto:Imehta@twyford.ealing.sch.uk)

**Year group:** Years 9-11

**No of students involved:** Approx. 45

**Duration of programme:**

- Years 9-11: 1 session a fortnight

**Main aims of programme:**

- Year 9-11: Raising aspirations of younger students in applying to top universities

**Examples of session content:**

- Years 9-11: current affairs discussions and debate



## Maths Stretch

**Maths Stretch Coordinator:** Mr Doherty

**Email:** [tdoherty@twyford.ealing.sch.uk](mailto:tdoherty@twyford.ealing.sch.uk)

- **Year group:** Years 12-13
- **No of students involved:** Approx. 10
- **Duration of programme:** Years 12-13: 1 session a fortnight
- **Main aims of programme:** Prepare for Maths-based admissions tests for university.
- **Examples of session content:** MAT, TMUA, STEP preparation

## History Scholars

**History Scholar Coordinator:** Mrs Easton

**Email:** [teaston@twyford.ealing.sch.uk](mailto:teaston@twyford.ealing.sch.uk)

- **Year group:** Year 12 and 13, with a Junior section in Year 9
- **Approx. total no. of students involved:** 80 students
- **Duration of programme:** Year 9 October-June, Year 12 December-June, Year 13, September-November.
- **Main aims of programme:** to help develop speaking and confidence skills through debate, and then to coach students with Admissions Tests and Interview Skills
- **Examples of session content:** Debates held on a wide variety of extra-curricular topics. Admissions Test (HAT) practice. Practice group interviews. Humanities Day Conference on further education and careers in Humanities subjects. Historical Association Lecture within school, and further lectures promoted.

## Medicine Society (MedSoc)

**MedSoc Coordinator:** Miss Hamilton

**Email:** [ahamilton@twyford.ealing.sch.uk](mailto:ahamilton@twyford.ealing.sch.uk)

- **Year group:** Year 12 and 13 primarily, external speaker events also open to Year 10 and 11
- **No of students involved:** 65 students
- **Duration of programme:** will continue throughout the year, roughly one lunchtime MedSoc session each week, excluding quarterly assessment weeks
- **Main aims of programme:** to help prepare prospective medicine, dentistry and vet medicine students for their applications to their respective courses
- **Examples of session content:** mock MMIs (multiple mini interviews) to help prepare them for the rigours of an interview for their course. UCAT and BMAT sessions where they find out how the tests are used and try practice questions. Journal club – where students present articles that they have researched. External speaker events where specialists from their fields. Outreach officers from different universities, and others come in to speak to the students and answer their questions.

## Engineering Society (EngSoc)

**Engineering Society Coordinator:** Mr Hepburn

**Email:** [whepburn@twyford.ealing.sch.uk](mailto:whepburn@twyford.ealing.sch.uk)

- **Year group:** Year 12 (with entrance exam preparation in year 13)
- **Approx. total no. of students involved:** 30 students
- **Duration of programme:** September – July in year 12, September – November in year 13
- **Main aims of programme:** to encourage students to explore the different types of engineering course and careers they can lead to; to give students exposure to working graduate engineers; to allow students to put in the best application to university for engineering
- **Examples of session content:** Reviewing what you study in different engineering courses and what types of engineers work in different fields; comparing the differences in university offerings such as in work placements, specialisations, apprenticeship options; talks from speakers in a range of engineering fields; problem solving practice with maths skills

## Crest Award

**Crest Coordinator:** Mr Hepburn

**Email:** [WHepburn@twyford.ealing.sch.uk](mailto:WHepburn@twyford.ealing.sch.uk)

- **Year group:** 10, 12 & 13
- **No of students involved:** 40-50 students
- **Duration of programme:** 3.5 terms (Throughout Y12 and first half term in Y13)
- **Main aims of programme:** Conduct original scientific research according to Scientific Method.

**Examples of session content:**

1. Effect of Sugar in cells
2. Landfills changing pH of soil
3. Benefits of gut bacteria
4. Are commercial pharmaceuticals labelled correctly?



## Student Leadership opportunities:

**Head of Student Leadership:** Ms Simpson

**Email:** [aSimpson@twyford.ealing.sch.uk](mailto:aSimpson@twyford.ealing.sch.uk)

Our aim is to have a student leadership pathway that is accessible to all students and develops their leadership and employability skills throughout Y7-13. With such a strong focus on developing leadership skills and qualities, our aim is to equip all students with the necessary leadership habits and skills to be outstanding leaders and employees in their future. Leadership roles are open to all students and all students must complete an application form and in some cases, interview process. Every student leadership role has a detailed Job Description and overview of duties. All students who achieve a leadership position will receive a student leadership lapel badge. The student leadership team meet on a termly basis in student council meetings to discuss important school issues; they then meet with the Headteacher, Mr Bedford & Mr Bennett =, to discuss matters arising and feedback to the rest of the school via student council assemblies.

### **Year 7-11 roles:**

- 2 Year Reps
- 7 Form Reps
- 7 Sport Reps
- 7 Music Reps
- 7 Enterprise Reps
- 7 Chaplaincy Reps
- 7 MFL Reps
- 7 Creative Arts Reps
- 7 Eco Reps
- Peer mentors (Y10)
- Prefects (Y11)
- Reading Mentors (Y10 & 11)

### **Year 12:**

- 14 House Captains
- 7 House Chaplaincy Captains
- 7 House Creative Arts Captains
- 7 House Enterprise Captains
- 7 House Sport Captains
- 7 House MFL Captains
- 7 House Music Captains
- 7 Eco Reps
- 25 Form Mentors

### **Year 13:**

Head Boy & Head Girl

Deputy Head Boy KS4

Deputy Head Boy KS3

Deputy Head Girl KS4

Deputy Head Girl KS3

Head of Chaplaincy

Deputy Head of Chaplaincy

Head of Contemporary Music

Deputy Head of Contemporary Music

Head of Classical Music

Head of MFL

Deputy Head of MFL

Head of Creative Arts

Head of STEM

Deputy Head of STEM

Head of Boys' Sport

Deputy Head of Boys' Sport

Head of Girls' Sport


Deputy Head of Girls' Sport













## Further CIAG opportunities at Twyford:

We also have our annual Careers Fair with over 35 employers and HE providers open to all of Y7-13. And our half termly CIAG bulletins which are emailed out to students & parent / carers which contain a wide range of CIAG opportunities. And finally, our lunch time careers talks (10 per year) led by employers in a wide range of careers & industries. Please find details below:




















On 23<sup>rd</sup> March, we held a **Careers Fair** for all students in Y7-13. We had 28 employers & higher education providers attending. The students were very engaged and had a fantastic time hearing about all the **wonderful career pathways available**. We would like to say a **heartfelt thank you** to all the employers & higher education providers who gave up their time to support our students. *Miss Adams & Mrs John*













**Twyford Careers Talks 2022/23 Academic Year**  
on Tuesdays during KS3 or KS4/5 lunch times

- Green Careers on 28th November KS3 lunch at 12:30pm & KS4/5 lunch at 1:30pm
- Careers in Finance on 31st January KS4/5 lunch at 1:30pm
- Careers in Events & Social Justice on 8th November KS4/5 lunch at 1:30pm
- Careers in Cyber Security on 17th January KS4/5 lunch at 1:30pm
- Careers in Mental Health on 21st February KS4/5 lunch at 1:30pm
- Careers in Human Rights & Social Justice on 7th March KS3 lunch at 12:30pm & KS4/5 lunch at 1:30pm
- Careers in City Architecture on 2nd May KS4/5 lunch at 1:30pm
- Careers in STEM on 20th June KS3 lunch at 12:30pm
- Careers in Media & Gaming on 18th April KS4/5 lunch at 1:30pm
- TBC on 8th June KS4/5 lunch at 1:30pm

## CIAG bulletins &amp; lunch time talks

**Vision Goal Knowledge CAREER Growth**  
Careers, Information, Advice & Guidance Bulletin  
Summer term - July 2023

**CLASSICS & LITERATURE**  
Latin Summer School  
Monday 17th July - 19th August 2023  
Open to Year 10 - 12 students (Preferably age 15+)

**CONSTRUCTION**  
Virtual Knight Day  
Open to Year 10 - 12 students (Preferably age 15+)

**MEDICINE**  
Cardiac on the UKCAT Test process  
Open to Year 10 - 12 students (Preferably age 15+)

**RESOURCES**  
Careers, Information, Advice & Guidance  
Springpod  
Open to ALL YEAR GROUPS

**SCIENCE LITERATURE**  
Writing Competitions up to £1000 prize  
Open to ALL YEAR GROUPS

Thank you for reading our Careers Programme 2023-24.  
Please do get in touch if you have any questions.

