

# CAREERS PROGRAM INFORMATION



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# Our Vision & Values

This policy is underpinned by our school ethos of  
***"Aspirations for All"***.

We aim to provide high quality impartial, accessible careers education, advice and guidance services to support learners in their personal/social development and self-awareness.

We will prepare learners for the next stage in their life by assisting them in making Well Informed Realistic Decisions (W.I.R.Ds) about their future.

We aim to develop their skills, increase their confidence, independence and motivation, thus helping them overcome any potential barriers they may face in their progression from school, to college/university or the world of work.



The careers programme is overseen by a named careers leader. The information contained in this document is not exhaustive and is intended to give a flavour of the strategy and content covered



As part of a **government** careers strategy the **Gatsby Benchmarks** are a framework of **8 guidelines** that define the **best careers provision** in secondary schools.

The table opposite gives a brief overview of how Werneth aims to meet the benchmarks.

| Gatsby Benchmark | Headline  | Summary   | Examples   |
|------------------|---|---|--|
| 1                | ‘A stable careers programme.’                         | We have an embedded programme of career education and guidance that is known, understood and supported by staff, students and governors.  | <ul style="list-style-type: none"><li>• Life learning curriculum</li><li>• Trip and visits</li><li>• Partnerships with external providers</li><li>• MU Foundation</li></ul>  |
| 2                | ‘Learning from career and labour Market information.’ | Students are taught how to find and process information from year 7 onwards. They use objective information about the local LM to make decisions that improve their careers and transitions into work.  | <ul style="list-style-type: none"><li>• Options Evening</li><li>• Post-16 information evening</li><li>• Life Learning</li><li>• Assemblies</li><li>• Life Learning drop down days</li></ul>                                |
| 3                | ‘Addressing the needs of each pupil.’                 | We recognise that students have different career guidance needs at different stages. Opportunities for advice and support are tailored to each of these stages, with diversity and equality that is embedded in the school’s careers programme. | <ul style="list-style-type: none"><li>• Aspiration profiles</li><li>• “Go Further” mentoring program</li><li>• MU Foundation mentoring</li><li>• KS3 Next Steps Survey</li><li>• KS4 Exit survey</li></ul>                 |
| 4                | ‘Linking the curriculum to careers.’                  | All departments look for opportunities to link to the curriculum through lessons & themed weeks. We have a particular focus on STEM and the importance of English, Maths & Science.   | <ul style="list-style-type: none"><li>• University Maths club</li><li>• STEM careers days</li><li>• National Careers Roadshow</li></ul>  |
| 5                | ‘Encounters with employers and employees.’            | We work closely with Employers in creative ways to ensure students build a rich picture of the world of work and are well prepared to take up workplace opportunities.  | <ul style="list-style-type: none"><li>• MU Careers Carousel</li><li>• Lesson visits from employers</li><li>• Subject specific careers trips</li><li>• GM Higher trips</li></ul>  |
| 6                | ‘Experiences of workplaces.’                          | We aim that by the age of 16, every student should have had at least one experience of a workplace, additional to any part-time jobs they may have.   | <ul style="list-style-type: none"><li>• “Meet your future” program</li><li>• Days in industry</li><li>• Old Trafford visits</li><li>• Employer presentations</li></ul>   |
| 7                | ‘Encounters with Further and Higher Education.’       | We believe that all students should understand the full range of learning opportunities that are available to them. This includes academic and vocational routes and learning in schools, colleges, universities and the workplace.             | <ul style="list-style-type: none"><li>• University taster days</li><li>• College taster days</li><li>• Assembly and lunch drop ins from colleges</li><li>• GM Higher partnership</li><li>• Life Learning lessons</li></ul> |
| 8                | ‘Personal guidance.’                                  | We recognise the importance of impartial and qualified careers guidance which can be enhanced by subject specific support.  | <ul style="list-style-type: none"><li>• 1:1 IAG interviews</li><li>• Life Learning lessons</li></ul>   |



Werneth School is committed to improving our CIEAG offer. We have opted to be part of the a national network that connects schools and colleges with employers and careers programme providers.



Through our partnership with GM Bridge the Careers and Enterprise company we are supported to work together to provide our students with effective and high-quality encounters with the world of work.



Our partnership with GM Higher is a part of the National Collaborative Outreach Programme, which delivers a nationally coordinated approach to working with schools, universities and colleges to help people access higher education.

Life Learning is responsible for delivering Careers education across the LL curriculum and liaising across ALL school departments to ensure subject specific careers education is being delivered, particularly in STEM.



- Hearing inspiring speakers that introduce learners to a world outside their regular communities and ideas of work and to challenge stereotypes.
- Visits to real-world workplaces, skills shows and higher education providers
- Raising awareness of opportunities to enhance learners' prospects





**Foundation**

We work closely with the MU Foundation to offer our students experiences to improve their employability skills both inside and outside of the classroom. We have a MU Hub officer permanently based in school who facilitates a number of projects. Some of which are outlined below.

### Mentoring Program

#### **One-On-One Mentoring**

- Bespoke personal development programmes are produced to best suit the needs of the individual

#### **Group Mentoring**

- The group meets once or twice a week to discuss various topics
- The mentor and the peers help each other to learn and develop appropriate skills

#### **Mentorees enjoy many benefits:**

- Receive feedback in key areas, such as communications, interpersonal relationships, technical abilities and leadership skills.

### Manchester United Enterprise Academy

- Provides young people with an insight into what it takes for Manchester United to be as successful off the pitch, as they are on it. Looking at the club as a business and teaching students the skills to become successful themselves.

#### **Enterprise Workshops**

- Putting students through their paces with one and two day bespoke workshops providing enterprise and team-building challenges.

#### **OCR Certificate in Business and Enterprise**

Learn about how an organisation is run by studying MUFC as a business rather than a football club. Students will cover areas such as:

- Advertising, Customer Service and Complaints
- Customer Records, Communicating Objectives
- Products and Services

### Leading the United Way

- Provides students with an insight into developing leadership skills through coaching, officiating, organising and captaincy.





# How do we measure the impact of our program?

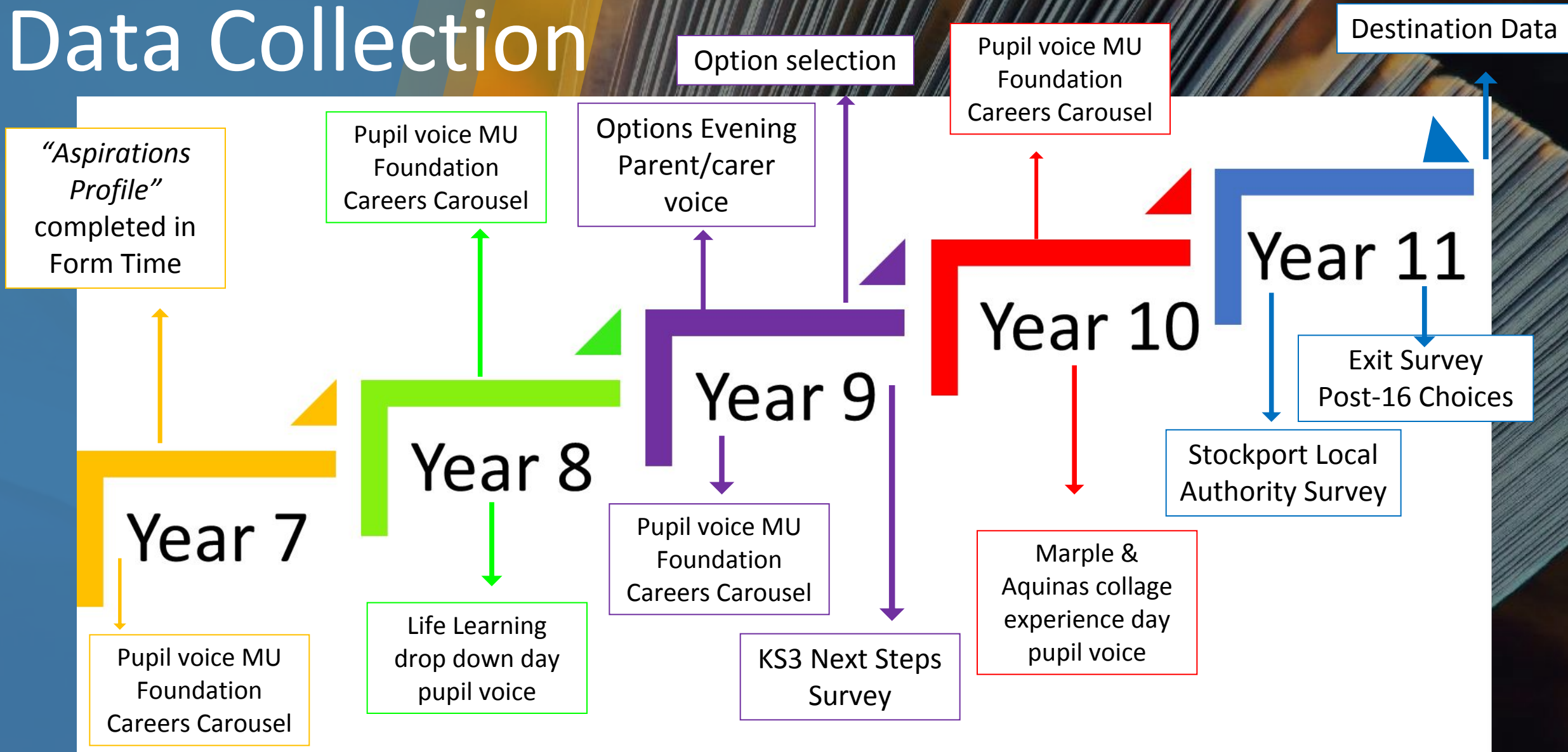
| Post Y11 Destinations                         | 2017 | 2018 |
|---|------|------|
| In full time education                        |      | 82%  |
| Full Time Training                            |      | 2%   |
| Apprenticeship                                |      | 10%  |
| Employment combined with training             |      | 1%   |
| Employment without training                   |      | 1%   |
| Not settled (active in the labour market)     |      | 3%   |
| Not settled (not active in the labour market) |      | 0%   |
| Participation in learning Post Year 11        | 90%  | 95%  |

The following data, provided by Stockport Services for Young People is measured with student outcomes and student voice to assess the impact of our Careers programme



Our careers programme is under constant review. The next review date is March 2020.  
The information contained in this document should be viewed alongside our CEIAG policy. This can be found on our school website.

# Data Collection



As part of the strategic development of our CEIAG programme we continue to review available data wherever possible. As well as responding to current LMI we also develop our plan in relation to information we collect from a number of sources. This diagram shows the variety (not exhaustive) ways in which we collect data that allows us to review and amend of Careers programme ensuring we meet all pupils needs.

# Our Core Values

*"Aspirations for All"*

Explicit Curriculum  
Links

Addressing the  
needs of each  
pupil

Meaningful  
encounters with  
Employers, HE &  
FE

Personal Development





# Careers Education Focus for 2020

## Our Goals

- Curriculum learning to have clear and explicit links to the world of work particularly in STEM subjects.
- Respond in a more timely manner to the data available to us.
- Ensure the local and national labour market information is accessible to staff, students, parents, carers and governors to allow students to make more informed choices about career pathways.
- Continue to develop links with businesses in our local community.
- Increase the number of enrichment experiences available outside of the classroom.

