



The Castle School

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The Castle School Careers Plan

2018-19

Introduction

There has never been a time when careers guidance has been as important for young people as it is today. The landscape of education, training and employment opportunities that students need to navigate is more complex and more challenging than that faced by previous generations. While the economy is beginning to recover from the recent recession, levels of youth unemployment and under-employment are still high. The raising of the age for participating in learning means that young people face a wider range of choices of courses and places to study.

Qualifications such as GCSE and A level are changing, and opportunities in higher education extend now beyond the UK to other parts of Europe and further afield. Students need help to make choices and manage transitions: they need good quality careers education, information, advice and guidance.

The school careers plan sets out how the school intends to provide a fit for purpose careers programme with the available resources which will provide our students with the knowledge, inspiration and ability to take ownership of their own career action plans which will enable them to succeed in their chosen career paths.

The school Careers Plan is based on the DfE document "Careers Guidance and Inspiration in Schools" dated March 2018.

Careers education does not just mean informing students about their options after school, but also how their school career will affect their futures. It is our statutory duty to ensure that all students receive independent, impartial advice and guidance regarding all options within school and how they will affect their options after school and which careers pathways will become available to them. By helping students with decisions at crucial stages, informing them of all their options and introducing them to the world of work, we aim to prepare them for life after school whichever path they choose.

Student Entitlement Statements

Year 7 Careers Entitlement

Year 7

- Students identify personal traits, strengths and skills, develop confidence and have high expectations of themselves. The students are introduced to the “Achieve Your Ambition” programme in October, which encourages students to set goals and aspirations and how they can achieve them. These are reviewed regularly following their interim assessments.
- Mentors from local businesses are matched to individual students to encourage them to achieve their ambition.
- By beginning careers education early students can make better informed decisions at transition stages and are more motivated in school in order to follow a particular pathway.

Year 8 Careers Entitlement

Year 8

- Students continue with the “Compass for Life” programme.
- Students build on personal strengths and begin to link skills to specific careers enabling realistic and informed decisions at transition stages.
- Students are introduced to careers and enterprise in a PSHE lesson.
- Students think about what they might like to achieve after school.
- Students have optional access to impartial careers advice via drop in sessions. They are also encouraged to use careers resources available and informed where to find out more about specific courses/careers.

Year 9 Careers Entitlement

Year 9

- Students embark on the Aspire programme and are encouraged to reflect on skills and qualities for life beyond school, build participation, team work and community engagement, and develop confidence and independence enhancing students’ CVs.
- Students should begin to think about GCSE options in terms of career pathways and plan their future within school. Students are introduced to the Careerpilot website to look at careers and their options post-14, 16 and 18.
- Students are introduced to further education and apprenticeship opportunities from representatives from Richard Huish College and Bridgwater & Taunton College.
- Students are encouraged to attend careers talks.
- Students are introduced to the world of work when they have the opportunity to select a local employer to visit on the June enrichment day and are encouraged to think about the kind of behaviour potential employers look for.
- Students have the opportunity to visit a university on the June enrichment day.

- Students have optional access to impartial careers advice via drop in sessions. They are also encouraged to use careers resources available and informed where to find out more about specific courses/careers.

Year 10 Careers Entitlement

Year 10

- Students begin to explore further education options.
- Economic awareness is developed further and students are encouraged to think about employability, which careers appeal and to identify and set themselves realistic future goals.
- Students are encouraged to attend careers talks, fairs, college open days and taster days.
- Students agree personal action plans during a 1:1 careers interview and identify what specific action is required to achieve goals.
- Students have optional access to impartial careers advice via drop in sessions. They are also encouraged to use careers resources available and informed where to find out more about specific courses/careers.

Year 11 Careers Entitlement

Year 11

- Students visit local colleges on an enrichment day.
- Students are helped with considering post-16 choices. They are encouraged to consider all their options, including further study at further education colleges and apprenticeships.
- Students should use 1:1 careers interviews to help understand different career pathways and entry requirements and encouraged to make contingency plans should results be better/worse than expected and set personal targets for development.
- Specific mock interviews for those considering apprenticeships also available.
- Students are encouraged to attend careers talks, fairs, college open days and taster days.
- Students are assisted with CV writing and are encouraged to have completed a CV and personal statement as part of their college application.
- Students are kept up to date with post-16 deadlines.
- Students have optional access to impartial careers advice via drop in sessions. They are also encouraged to use careers resources available and informed where to find out more about specific courses/careers.

Activities and Events

Careers Events and Activities

Students will have access to wide range of careers focused events and activities. All careers activities will be posted on the careers noticeboard and on the school website.

Months	Careers Activity		Year 7	Year 8	Year 9	Year 10	Year 11
October	Name Description Provision Type Provision Source Skills Type Gatsby Benchmark	"Achieve Your Ambition" Students encouraged to set goals and aspirations and how they can achieve them CEIAG In School Communication Planning and organising Learning Drive Careers Event Benchmark 3 – pupil needs	x				
	Name Description Provision Type Provision Source Skills Type Gatsby Benchmark	Careers Day Visit to local F.E. colleges CEIAG Independent Planning and organising Learning Drive Careers Event Benchmark 7 – Educational Encounters					x
	Name Description Provision Type Provision Source Skills Type Gatsby Benchmark	CV guidance and drafting Students will be taught how to complete an effective CV and will demonstrate what they have learnt by producing their own CV that focuses on their skills and qualities. CEIAG In School Communication Planning and organising Technology Time Management Careers Event Benchmark 2 – Career information					x

January	Name Description Provision Type Provision Source Type Gatsby Benchmark	Parents CGSE Options Evening Yr 9 GCSE Options Evening with opportunity for careers information, advice and guidance from F.E. providers and school Careers Leader. CEIAG In School Information Evening Benchmark 2 – Career information			x		
March	Name Description Provision Type Provision Source Type Gatsby Benchmark	Apprenticeship Workshop Apprenticeship workshops. We will run an apprenticeship workshop for Years 10 and 11. CEIAG Independent Awareness Event Benchmark 5 – Employer encounters				x	x
May	Name Description Provision Type Provision Source Skills Type Gatsby Benchmark	Aspire project launch Launch of Aspire programme. Students reflect on skills and qualities for life beyond school. CEIAG In School Communication Team work Problem solving Planning and organising Initiative and enterprise Time management Flexibility Drive Assembly Presentation Benchmark 3 – pupil needs					
June	Name Description Provision Provision Source Type Gatsby Benchmark	University Visit University visits. There will be two group visits to local universities, which will be run in addition to individually organised visits. CEIAG Independent University Trip Benchmark 7 – Educational encounters			X		

June	Name Description Provision Type Provision Source Type Gatsby Benchmark	Visit to local employers Students select from a list of local employers to visit to discover what employers look for CEIAG Independent Workplace Trip Benchmark 6 – Workplace experiences			x		
Ongoing	Name Description Provision Type Provision Source Type Gatsby Benchmark	Individual Career Guidance sessions (internal) An individual session with the Careers Leader where each student will review careers software and websites available in school, in order to help them make a decision about their post-16 options. CEIAG In School One to One session Benchmark 8 – Personal guidance				x	x

Information & Self Help

Self-Help Resources

A broad range of information resources is available in the careers library. These resources are updated regularly and students can request additional resources, which we are happy to investigate and obtain if financially prudent. Students will be encouraged to visit the library and will be provided with guidance on the use of resources where necessary.

Resource	Description
School website careers page	The school will provide a webpage on the main website dedicated to the careers service. The webpage will highlight key events from the careers programme and display the school careers plan.
Library	The school has a well-stocked library containing general information about different types of occupations and an extensive collection of prospectuses for further and higher education.
Noticeboard	The Careers Noticeboard will be kept up to date.
Twitter	The school Twitter account will highlight career activities and successes during the year.

Career Providers

Independent Providers

The school will secure independent careers information, advice and guidance (CEIAG) that includes information on the full range of education and training options, including apprenticeships and vocational pathways. This should help inform a student's decision about their 16-19 study programme and beyond. Guidance should encompass good, appropriate local further education, apprenticeships, and vocational education opportunities and students should individually make their own choice about what is the best next step for them. In good time before decision points schools should ensure that students are informed about the options available, including: • Post - 14: GCSEs; • Post - 16: A levels, advanced general qualifications, apprenticeships, employment combined with training, supported internships, tech levels and traineeships. • Post - 18: further education courses, higher apprenticeships, undergraduate degrees.

Access to Independent Careers Guidance

The school's careers education programme adheres to the ACEG/CDI framework for careers education and work-related learning and complies with the Education Act 2011 by securing independent and impartial careers guidance. Students are signposted to National Careers Service.

Access to Internal Careers Guidance

The Careers Leader will provide impartial guidance and advice to students.

Provision Allocation

Provision Allocation

We want all of our students to be prepared for life after school. We will provide in-school guidance and independent advice from external consultants to ensure our students receive the impartial advice that they need. We will help our students develop high aspirations and consider a broad and ambitious range of careers. We hope that by inspiring every student through more real-life contacts with the world of work, they will be able to put in context other areas of their education and increase their motivation to learn.

Careers, Employability and Enterprise Education

The school aims to follow the CDI Framework for Careers, Employability and Enterprise Education 7-19. A formal Careers, Enterprise and Employability Education Strategy is in place indicating the importance of employability, careers & enterprise education as part of overall school policy and a clear understanding of the national and regional drivers. The Strategy is clearly linked to the School Improvement Plan and there is a clear vision for employability and enterprise education. There is a shared definition of 'Employability, Careers & Enterprise' for students, staff, governors and parents/carers. Local employers advise on the employability, careers & enterprise strategy to ensure the programmes enable children and young people to achieve the schools employability goals before they leave school.