



The Castle School Careers Plan 2021/22

The Castle School

2021/2022



Foreword

Introduction

Our aim continues to be for every child to achieve, belong and participate and this is at the heart of everything we do at The Castle School

We believe that education should empower young people, giving them the knowledge to make sense of the world and grow into citizens who make a difference. This must be supported by a curriculum that gives students the power to think for themselves, shaped by what they need to know, understand and fulfil, in order to have happy, successful and prosperous lives.

The careers curriculum will provide our students with the knowledge, inspiration and ability to take ownership of their own career action plans, enabling them to succeed in their chosen career paths.

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 and impartial information, advice and guidance regarding all options both within the school and after leaving the school to best highlight all career pathways 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.

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. Young people need to prepare for a future where some jobs do not yet exist, they need to be able to develop a range of self-presentation and marketing skills including the use of digital and social media.

Qualifications such as GCSE and A level are changing, opportunities in higher education now extend 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 (student entitlement) sets out how the school intends to provide a fit for purpose careers programme. The plan defines the available resources which will provide our students with the knowledge, inspiration and ability to take ownership of their own career action plans enabling them to succeed in their chosen career paths. In light of Covid restrictions, there will be a requirement for flexibility and some activities may be replaced.

The School careers plan was originally based on the DfE document "Careers Guidance and Inspiration in Schools" dated March 2015. In line with the recent "Careers strategy: making the most of everyone's skills and talents 2017" and subsequent guidance for schools and colleges the careers plan addresses the eight Gatsby Benchmarks, in particular Benchmark 1. Using the careers plan enables school to track the career activities and interventions it provides for all of its students.

Links with our Enterprise Coordinator and Adviser network introduces and ensures that each year group will benefit from meaningful employer engagement within our programme. They support the school in working towards and in meeting the Gatsby Benchmarks.

Student Entitlement Statements



Year 7 Careers Entitlement

- Students identify personal traits, strengths and skills, develop confidence and have high expectations of themselves.
- Students are introduced to the "Achieve Your Ambition" programme in October which encourages students to set goals and how they can achieve them. These are reviewed regularly following their interim assessments.
- Students are introduced to Careerpivot to research careers and to complete their skills profile.
- Students are encouraged to begin working towards the Bronze Careers Award.
- 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.
- Careers education activities are recorded on Compass+.

Year 8 Careers Entitlement

- Students continue with the "Achieve Your Ambition" programme.
- Students build on personal strengths.
- Students introduced to Careerpivot to research careers and to complete their skills profile.
- Students encouraged to think about what they might like to achieve after school when selecting their subject choices for Year 9.
- Students attend a careers assembly to learn about pathways and hear stories from alumni.
- Subject lessons link to careers at options time.
- Students are encouraged to use careers resources available and informed where to find out more about specific courses/careers.
- Students are encouraged to begin working towards the Bronze Careers Award.
- Careers education activities are recorded on Compass+.

Year 9 Careers Entitlement

- Students introduced to Careerpivot to research careers and to complete their skills profile.
- 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 are encouraged to investigate/research different jobs and careers locally, regionally and nationally.
- Students encouraged to challenge stereotypes within the world of work and traditional job roles.
- Students should begin to think about GCSE options in terms of career pathways and plan their future within the school. They will be made aware of places of study from the ages of 14, 16 & 18 as well as other qualification routes.
- Subject lessons link to careers at options time.
- Students select employer led careers talks to attend, either in person or virtually.
- Students are introduced to the world of work when they visit a local employer on the June enrichment days. They learn about employability skills that employers look for. Students are encouraged to look at the employer's contribution to society and the economy.
- Students are encouraged to begin working towards the Bronze and Silver Careers Award.
- Students are encouraged to use careers resources available and informed where to find out more about specific courses/careers.
- Careers education activities are recorded on Compass+.



Year 10 Careers Entitlement

- Students attend an assembly outlining college expectations and entry requirements and meet with ex-students to discuss advice on study skills and life at college.
- Students begin to explore further education and apprenticeship options.
- Students participate in House Enterprise which develops entrepreneurial and leadership skills,
- Economic awareness developed further and students encouraged to think about employability, which careers appeal and to identify and set themselves realistic future goals.
- Students will research careers and complete their skills profile on Careerpilot.
- Students will learn about apprenticeships and what independent training providers offer.
- Students will participate in a mock interview day where they will be interviewed by an employer.
- Students are encouraged to attend employer led careers talks, careers 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 begin CV writing.
- Students are encouraged to use careers resources available and informed where to find out more about specific courses/careers.
- Students are encouraged to begin working towards the Bronze and Silver Careers Award.
- Careers education activities are recorded on Compass+.

Year 11 Careers Entitlement

- Students are helped with post-16 choices and encouraged to consider all their options including further education, technical education and apprenticeships as well as complete their intended destination form.
- 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.
- Mock interviews for those considering apprenticeships also available.
- Students are encouraged to think about the kind of behaviour potential employers look for.
- Students are encouraged to attend employer led careers talks, fairs, college open days and taster days.
- Students are assisted further with CV writing to have a completed CV.
- Students are kept up to date with post-16 deadlines.
- Students attend a visit to university.
- Students are encouraged to use careers resources available and informed where to find out more about specific courses/careers.
- Students are encouraged to begin working towards the Bronze/Silver and Gold Careers Award.
- Careers education activities are recorded on Compass+.

Disclaimer

This report is derived from the Grofar Careers Plan and designed to express the plans, intentions and activities related to the users The Castle School Careers Service.

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Careers Service Goals

Careers Service Goals

Our Careers Service Goals set out the key areas where we will focus our efforts this year. These are the things that we have identified as being the most important to help prepare our students for their next steps after leaving school. We aim to achieve or better all the points set out in the DfE statutory guidance and focus attention on some specific goals.

Goal	Description	Resources Required	Success Criteria	Target Date
Collect and maintain destination data for all student leavers	We will collect and maintain destination data for all student leavers and use this information to guide our long term planning.		All students have provided details of FE or employment/apprenticeship destinations.	29 Jan 2022
Every Student to be provided with a Careers Action Plan.	Through our school-wide integrated careers approach we will ensure that every student is supported and inspired to develop their own careers action plan and that this is used as a key stimulus for their learning.	Use of Careerpilot to research careers, qualifications, training providers and to complete their skills profile.	Every student furnished with a Careers Action Plan.	24 Mar 2022
Measure the impact and gather feedback on careers provisions.	Measure the impact of the services provided (including evidence of learning outcomes and progression) and gather feedback from students on the usefulness and effectiveness of individual provisions.		Feedback forms completed by students after events and activities. Survey to Year 11 students and parents on careers education programme. Future Skills Questionnaires (Compass+) sent out to all students at relevant transition points.	24 Jun 2022
Produce a number of careers engagements for parents and carers.	Year 10 GCSE launch evening to include careers information from colleges and employers. Surveys issued to parents/carers.		Regular careers news email received by parents and carers. Evaluation of careers surveys.	24 Jun 2022
Increase student and parental involvement and confidence in career planning.	Introduce students to Careerpilot and to complete their skills profile. Relaunch Castle Careers Award.		All students introduced to Careerpilot on enrichment days. Parents informed about Careerpilot and Castle Careers Award. Form Tutors actively encouraging students to work towards Careers Award.	24 Jun 2022



Build a network of business contacts.	We will work closely with local businesses, Somerset Education Business Partnership and the Heart of the South West Careers Hub to build partnerships which will benefit our students, communities and society as a whole.		A database of business contacts that can offer careers services to the school.	15 Jul 2022
Effective leadership, management and promotion of CEIAG.	We will provide effective leadership, management and promotion of CEIAG.		Roles & responsibilities of leadership team identified and regular management meetings organised.	15 Jul 2022
Ensure vulnerable and disadvantaged student receive additional careers education support.	Participation of career education activities by vulnerable and disadvantaged students to be encouraged and any barriers removed.		100% attendance and participation of vulnerable and disadvantaged students at career education activities.	15 Jul 2022
Promote and increase careers education in the curriculum across all year groups.	Encourage faculties to incorporate careers into the curriculum.		Faculty careers champions. Delivery of curriculum lessons linked to careers (particular focus at the time of Year 8 and 9 options).	15 Jul 2022
Develop a programme of encounters to meet the individual needs of all students by creating a network of employers and educational providers to support learning.	Develop links with new organisations and build on existing relationships with businesses.		Visits by external speakers including ex-students.	15 Jul 2022
Provide careers guidance for all year 7-11 students.	We will set high expectations for our students and provide careers guidance for all our year 7-11 students.		A number of services have been delivered to students by independent providers and 1:1 careers guidance interviews for all 2022 leavers.	22 Jul 2022
Provide additional careers guidance to vulnerable and disadvantaged students.	Vulnerable and disadvantaged students will receive careers guidance early on in Year 10 and again in Year 11.		Vulnerable and disadvantaged students receive early careers guidance and have a clear understanding of their options post-16 and the academic requirements.	22 Jul 2022



Activities and Events

Careers Events and Activities

Students will have access to a wide range of careers focused events and activities. All careers activities will be posted on the careers noticeboard and will be notified to parents via the careers monthly bulletin.

September

College assembly and Study Skills				
Type	Careers Activity			
Description	<p><p>College assembly - college expectations and course entry requirements.</p></p> <p><p>Ex-students to talk about study skills.</p></p>			
Provision Type	CEIAG			
Provision Source	Independent/External			
Skills	<ul style="list-style-type: none"> • Listening • Speaking • Problem Solving • Staying Positive • Aiming High 			
Gatsby Benchmark	<ul style="list-style-type: none"> • Benchmark 1 - Stable careers programme • Benchmark 2 - Career information • Benchmark 3 - Pupil needs • Benchmark 7 - Educational encounters 			
Feedback	☆☆☆☆☆			
Year 7	Year 8	Year 9	Year 10	Year 11
			✓	

Launch of Aspire programme	
Type	Careers Activity
Description	 This programme helps students to develop their employability skills.
Provision Type	CEIAG
Provision Source	In School
Skills	<ul style="list-style-type: none"> • Listening • Problem Solving • Creativity • Staying Positive • Aiming High



	<ul style="list-style-type: none"> • Leadership • Teamwork 			
Gatsby Benchmark	<ul style="list-style-type: none"> • Benchmark 1 - Stable careers programme • Benchmark 2 - Career information • Benchmark 3 - Pupil needs 			
Feedback	☆☆☆☆☆			
Year 7	Year 8	Year 9	Year 10	Year 11
		✓		

Year 10 College assembly and meet with ex-students				
Type	Careers Activity			
Description	College representatives deliver an assembly to Year 10s about college expectations, entry requirements and the importance of working hard for the full two years towards their GCSEs.			
Provision Type	CEIAG			
Provision Source	In School			
Skills	<ul style="list-style-type: none"> • Listening • Staying Positive • Aiming High 			
Gatsby Benchmark	<ul style="list-style-type: none"> • Benchmark 1 - Stable careers programme • Benchmark 2 - Career information • Benchmark 3 - Pupil needs • Benchmark 7 - Educational encounters 			
Feedback	☆☆☆☆☆			
Year 7	Year 8	Year 9	Year 10	Year 11
			✓	

October

Achieve Your Ambition	
Type	Careers Activity
Description	Students encouraged to set goals and ambition and how they can achieve them.
Provision Type	CEIAG
Provision Source	Independent/External
Skills	<ul style="list-style-type: none"> • Listening



	<ul style="list-style-type: none"> • Speaking • Creativity • Staying Positive • Aiming High 			
Gatsby Benchmark	<ul style="list-style-type: none"> • Benchmark 1 - Stable careers programme • Benchmark 2 - Career information • Benchmark 3 - Pupil needs 			
Feedback	☆☆☆☆☆			
Year 7	Year 8	Year 9	Year 10	Year 11
✓				

November

Launch of Year 10 House Enterprise				
Type	Careers Activity			
Description	Year 10 students work together to raise funds for their house charity.			
Provision Type	CEIAG			
Provision Source	In School			
Skills	<ul style="list-style-type: none"> • Listening • Speaking • Problem Solving • Creativity • Staying Positive • Aiming High • Leadership • Teamwork 			
Gatsby Benchmark	<ul style="list-style-type: none"> • Benchmark 1 - Stable careers programme • Benchmark 2 - Career information • Benchmark 3 - Pupil needs 			
Feedback	☆☆☆☆☆			
Year 7	Year 8	Year 9	Year 10	Year 11
			✓	

January

External employer speakers				
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Type	Careers Activity			
Description	External employers to give careers talks during tutor time to coincide with Year 9s selecting their GCSE options. These may be offered virtually if COVID restrictions still in place.			
Provision Type	CEIAG			
Provision Source	In School			
Skills	<ul style="list-style-type: none"> • Listening • Staying Positive • Aiming High 			
Gatsby Benchmark	<ul style="list-style-type: none"> • Benchmark 1 - Stable careers programme • Benchmark 2 - Career information • Benchmark 3 - Pupil needs • Benchmark 5 - Employer encounters 			
Feedback	☆☆☆☆☆			
	Businesses	Alumni		Parents/Individuals
	✓			
	Year 7	Year 8	Year 9	Year 10
			✓	✓

March

Yr 11 University of Bath visit				
Type	Careers Activity			
Description	Year 11s to visit the University of Bath.			
Provision Type	CEIAG			
Provision Source	Independent/External			
Skills	<ul style="list-style-type: none"> • Listening • Creativity • Staying Positive • Aiming High 			
Gatsby Benchmark	<ul style="list-style-type: none"> • Benchmark 1 - Stable careers programme • Benchmark 2 - Career information • Benchmark 3 - Pupil needs • Benchmark 7 - Educational encounters 			
Feedback	☆☆☆☆☆			



Year 7	Year 8	Year 9	Year 10	Year 11
				✓

Mock interviews

Type	Careers Activity
Description	There will be an assembly as a refresher on interview skills. All students will then be interviewed by an employer and given feedback.
Provision Type	CEIAG
Provision Source	Independent/External
Skills	<ul style="list-style-type: none"> • Listening • Speaking • Staying Positive
Gatsby Benchmark	<ul style="list-style-type: none"> • Benchmark 1 - Stable careers programme • Benchmark 2 - Career information • Benchmark 3 - Pupil needs • Benchmark 5 - Employer encounters
Resources Required	Business Members: 30
Services Required	Mock interview practice
Feedback	☆☆☆☆☆

Year 7	Year 8	Year 9	Year 10	Year 11
			✓	

Apprenticeship Assembly Presentation

Type	Careers Activity
Description	Apprenticeship awareness presentation and introduction to independent training providers.
Provision Type	CEIAG
Provision Source	Independent/External
Gatsby Benchmark	<ul style="list-style-type: none"> • Benchmark 1 - Stable careers programme • Benchmark 2 - Career information • Benchmark 3 - Pupil needs • Benchmark 5 - Employer encounters
Feedback	☆☆☆☆☆



Year 7	Year 8	Year 9	Year 10	Year 11
			✓	

Introduction to Careerpilot				
Type	Careers Activity			
Description	<p>Introduction to Careerpilot and research of career options.</p> <p> </p>			
Provision Type	CEIAG			
Provision Source	Independent/External			
Skills	<ul style="list-style-type: none"> • Listening • Speaking • Creativity • Staying Positive • Aiming High 			
Gatsby Benchmark	<ul style="list-style-type: none"> • Benchmark 1 - Stable careers programme • Benchmark 2 - Career information • Benchmark 3 - Pupil needs • Benchmark 4 - Curriculum 			
Feedback	☆☆☆☆☆			
Year 7	Year 8	Year 9	Year 10	Year 11
✓	✓	✓		

Interview Skills				
Type	Careers Activity			
Description	Session on interview skills delivered by SkillUp Somerset and DWP.			
Provision Type	CEIAG			
Provision Source	Independent/External			
Skills	<ul style="list-style-type: none"> • Listening • Speaking • Creativity • Staying Positive • Aiming High 			
Gatsby Benchmark	<ul style="list-style-type: none"> • Benchmark 1 - Stable careers programme • Benchmark 2 - Career information • Benchmark 3 - Pupil needs • Benchmark 5 - Employer encounters 			
Feedback	☆☆☆☆☆			



Year 7	Year 8	Year 9	Year 10	Year 11
			✓	

June

Launch of Year 10 CVs				
Type	Careers Activity			
Description	Students to be introduced to CV writing and complete their own during tutor time.			
Provision Type	CEIAG			
Provision Source	In School			
Skills	<ul style="list-style-type: none"> • Listening • Creativity • Staying Positive • Aiming High 			
Gatsby Benchmark	<ul style="list-style-type: none"> • Benchmark 1 - Stable careers programme • Benchmark 2 - Career information • Benchmark 3 - Pupil needs 			
Feedback	☆☆☆☆☆			
Year 7	Year 8	Year 9	Year 10	Year 11
			✓	

Workplace visits	
Type	Careers Activity
Description	Visits to local employers (dependent on Covid restrictions) to gain an insight into the world of work and to find out what employers look for. Reflect on students' employability skills.
Provision Type	CEIAG
Provision Source	Independent/External
Skills	<ul style="list-style-type: none"> • Listening • Staying Positive • Aiming High
Gatsby Benchmark	<ul style="list-style-type: none"> • Benchmark 1 - Stable careers programme • Benchmark 2 - Career information • Benchmark 3 - Pupil needs • Benchmark 5 - Employer encounters • Benchmark 6 - Workplace experiences



Feedback		☆☆☆☆☆		
Year 7	Year 8	Year 9	Year 10	Year 11
		✓		



Information & Self Help

Self-Help Resources

A broad range of information sources are 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 the resources where necessary.

Resource	Description
School website careers page	Information on the website that includes details of year group career provision entitlements and links to other website information and college open evenings.
Library	College and university prospectuses available and other careers resources.
Noticeboard	The careers noticeboard is updated monthly and includes the month's careers activities and events and posters relating to different careers and LMI.
Twitter	The Castle School has its own Careers Twitter pages with new of events that have taken place and forthcoming events.