


## St George's School

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|  | <b>Gatsby Benchmark Provision</b>  |
|   | <b>Careers</b>                     |
|   | <b>Co-ordinator : Mrs J Slade</b>  |
|   | <b>Last Reviewed : Summer 2023</b> |

| Gatsby Benchmark   | St George's Provision   |
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| <p><b>1. A Stable Careers Programme</b></p> <p>Every school and college should have an embedded programme of career education and guidance that is known and understood by students, parents, teachers, governors and employers.</p>   | <p>St George's seeks to maximise the life chances of all our young people and to prepare young people for life beyond school and college. All careers provision is overseen by a school governor, a member of SLT and the Careers Leader, Amy Hartley.</p> <p>There is an external careers and apprenticeship advisor from Services for Young People who offers independent and impartial advice and guidance to students in Year 9-13 as well as attending Year 9-11 parent's evenings and the Post 16 information evening.</p> <p>The school's Careers policy can be found on the school's website and programme of opportunities relevant to the Gatsby 8 Benchmarks are listed in this document.</p> <p>There are links to relevant careers websites on the school website.</p>   |
| <p><b>2. Learning from Career and Labour Market Information</b></p> <p>Every student, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.</p> | <p>As students progress up the school their knowledge of careers and the labour market increases. Regular entries go into the school's newsletter to parents with details of college open days, employer webinars, website links to making careers and further education choices. Students in Yr11&amp;12 have access to Morrisby Profiling tests. Specific focuses include: KS3 – PD introduction to Careers (Yr. 7-skills, jobs, workplaces, enterprise) (Yr. 9 - problem solving, communication, time management, team roles and links to different careers)</p> <p>KS4 – relevant courses and open days at colleges are signposted for students who leave at 16. Year 10 are provided with an online booklet '16+ planning your future' with information about different post 16 options including training, apprenticeships and employment as well as different study places and qualifications. Parents are also sent this booklet. Information evening for Year 10 students and parents. Post 16 options explained and Planning your Future booklet given out. Nicky Honeywell from Services for Young People is present at this event to give impartial careers advice. Year 11 have directed tutor sessions when tutors are asked to revisit the Planning your Future booklet with students.</p> |

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|  | <p>KS5 – Progression Day for Year 12 students – a whole day where visiting speakers come to speak about post-18 options (University, Gap Year and Apprenticeship talks). Year 12 visit a careers fair in the afternoon with a large number of employers. Year 12 receive 'Opportunities at 18+' online resources/ booklets which includes applying to university/gap years, apprenticeships, employment and links to CV writing resources. Students are provided with links to profiling tools to help with career guidance. There is a weekly careers bulletin on GC for sixth formers to access with links to webinars and college open days</p>   |
| <p><b>3. Addressing the needs of Each Student</b></p> <p>Students have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each student. A school's careers programme should embed equality and diversity considerations throughout.</p> | <p>Students are encouraged to follow career paths that suits their interests, skills and strengths with the absence of stereotypes. All students are provided with the same opportunities and diversity is celebrated. All staff contribute to the challenging of gender stereotypes and raising aspirations for students through their roles and tutors and subject teachers. One to one guidance interviews are offered by Services for Young People to identified students in Yr9-13 or students can self-refer themselves.</p> <p>There is a careers library in the main school library managed by the school librarian.</p> <p>KS3- Diversity Science Project, Art emphasis on Cultural Capital, English text 'Piecing me together' considers career opportunities limited by race.</p> <p>KS4- Year 11 Leavers are asked to complete post-16 destination forms (on SIMS) Any gaps information followed up.</p> <p>KS5 – Destination data/board collated for Year 13 leavers.</p> <p>All students have access to Unifrog which records their engagement with careers research. The UCAS personal statement and subject reference process is also conducted through this platform leading to clear integration of information sources and personalised planning for future destinations.</p> |
| <p><b>4. Linking Curriculum Learning to Careers</b></p> <p>All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.</p>   | <p>All students are provided with opportunities to develop their knowledge of careers related to specific subjects through the school's curriculum. Across the school there are displays in curriculum areas to promote relevant careers.</p> <p>Specific focuses include:</p> <p>KS3 – weekly STEM club, Science Faraday challenge, Art Towers Project, Yr9 Dragon's Den, Drama transferable performing skills.</p> <p>KS4 – Arkwright Scholarships, 'Languages Beyond Classroom' in MFL, Business/ Economics consideration of careers in HR, Finance, Marketing, Operations. 'Korero' student magazine uses full publication team.</p> <p>KS5 –Rothamsted visit (scientists in the workplace), careers in Art (alumni speak to students), Music careers and courses talk.</p>  |

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| <p><b>5.Encounters with Employers and Employees</b></p> <p>Every student should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.</p> | <p>Six Encounters are provided for students between Years 8-13 with approved providers of apprenticeships and technical education.</p> <p>The school's Careers Fair runs in the summer term and Year 9, 10 &amp; 12 attend.</p> <p>Other opportunities to engage with employers include:<br/>Yr.7 -Bloodhound Supersonic Car arrange activities and give careers talk,<br/>A level Economics speaker (finance, marketing), A level Politics trip meeting journalists and politicians,<br/>A Level Drama Q&amp;A with actor/ theatre professionals.<br/>At House Music, music industry professionals judge and speak to students about music industry.<br/>All Sixth form students are given the opportunity to attend practice mock interviews with the local Rotary Club.</p>  |
| <p><b>6.Experiences of Workplaces</b></p> <p>Every student should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities and expand their networks.</p>  | <p>Through our Year 10 Duke of Edinburgh Award Scheme Year 10 engage in DofE weekly volunteering work in a workplace over a 6-month period.</p> <p>All Year 12 engage in work experience placements during Activities week giving them first hand experiences of the workplace.</p>   |
| <p><b>7.Encounters with Further and Higher Education</b></p> <p>All students should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.</p>                                     | <p>Students have a range of opportunities to meet further and higher education providers. Our local college 'Oakland's' and 'Amazing Apprenticeships' attend our Careers Fair as well as talking to whole year groups and those thinking of moving to college for Sixth Form. From Year 8 each year group has a talk with an approved provider of apprenticeships and technical education.</p> <p>As listed under 'Gatsby Benchmark 2' Year 12 have Progression Day with visiting speakers for post-18 options (University, Gap Year and Apprenticeship talks).</p> <p>Year 12 receive 'Opportunities at 18+' online resources/ booklets which includes applying to university/gap years, apprenticeships, employment, and links to CV writing resources. Students are provided with links to profiling tools to help with career guidance.</p> <p>Sixth formers are allowed days out of school to visit university open days and are encouraged to attend these. Weekly 6th form bulletin on GC.</p> |

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### **8. Personal Guidance**

Every student should have opportunities for guidance interviews with a career adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made.

All students have the opportunity from Year 9-13 to receive one to one guidance from an independent careers and apprenticeship advisor from Services for Young People. Students are either referred by teachers, tutors, student services, learning support or parents or students can selfrefer themselves.

Students in Year 11 and 12 are invited to take part in Morrisby testing to support their own career pathway.

The Unifrog platform supports students to independently research their own career pathway including university courses and apprenticeships.