



St Augustine's Catholic High School and Sixth Form

Careers Policy

Approved		Date
Chair of Governors C Hubble / B Stokes		30.06.20
Principal G T O'Connor		30.06.20
Meeting	Reviewed at Curriculum & Standards	24.06.20
	Ratified at Full Board	30.06.20
Cycle of Review:	Annual	
Next Review Date:	June 2021	

V3 updated 08.06.20



ST AUGUSTINE'S CATHOLIC HIGH SCHOOL AND SIXTH FORM

DEVELOPING THE WHOLE PERSON

Careers Strategy and Action Plan September 2018 – August 2021



Introduction

St Augustine's Catholic High School and Sixth Form is an active member of the Worcestershire Careers Hub and supports the development of Worcestershire's Future Workforce through the Worcestershire Enterprise Adviser Network as Lead School.

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Purpose and Aims

St Augustine's Catholic High School and Sixth Form is fully committed to ensuring that all of our students acquire the skills, knowledge and attitudes to manage their learning and career progression.

St Augustine's Catholic High School and Sixth Form has already established a range of effective careers guidance activities which we hope will guide support our students to achieve positive destinations such as A 'levels, Higher Education, Apprenticeships, Technical routes or Employment.

This careers strategy sets out St Augustine's Catholic High School and Sixth Form key approaches internally and externally to enhance the current careers guidance activities and participation opportunities already available to our students. The aim is to ensure that students are fully prepared for and informed effectively about their next steps and can therefore aspire to achieve their full potential. We want to ensure that our students have both the aptitude and interpersonal skills to effectively communicate and add value within the workplace.

The school will collaborate throughout this strategy with a range of external agencies to help us ensure we will meet all of the mandatory requirements contained within the Department for Education's new careers strategy. These partnerships will include working alongside The Careers and Enterprise Company (CEC), The Worcestershire Local Enterprise Partnership (WLEP), Worcestershire County Council (WCC), Further Education (FE) and Higher Education (HE) providers, Worcestershire Apprenticeships (WA) and a wide range of local employers.

High quality careers guidance is a crucial part of improving social mobility. Young people make choices based on what they know and what they think is available to them. If our young people are made fully aware of the career pathways and opportunities available to them, they will be more able to make informed choices about which qualifications and career pathways which will enable them to achieve their goals.

The strategy includes measures to further develop and improve the current provision on offer to students and will ensure that St Augustine's Catholic High School and Sixth Form will meet the requirement to meet the eight "Gatsby Benchmarks", set out within the Department for Education's careers strategy by August 2020.

This strategy outlines our whole school approach to delivering careers guidance to all of our students throughout their journey through education. Careers activity will therefore take place across years 7 through to year 13 as part of the mandatory requirements set by Department for Education and contained within the Gatsby Benchmarks.

Background Information



The Careers and Enterprise Company was set up in 2015 to transform careers and enterprise provision in schools and colleges across England. The Careers and Enterprise Company had an initial remit to improve employer engagement, through the creation of the Enterprise Adviser Network and support schools to increase the delivery of activities which would help them build long lasting employer relationships (Gatsby Benchmarks 5 and 6).

Worcestershire's Enterprise Adviser Network

The Worcestershire Local Enterprise Partnership (WLEP) and Worcestershire County Council, through their contract with the Careers and Enterprise Company, has been delivering the Worcestershire Enterprise Adviser Network (WEAN) since January 2017 and has placed business leaders within schools to support them with the facilitation of careers related activity and support their achievement of Benchmarks 5 and 6..

Worcestershire was one of the first LEP areas in England to be awarded a central contract with the Careers and Enterprise Company and has been seen as an influential area as the Enterprise Adviser networks were being developed across England.

The WLEP has been leading the way nationally regarding network performance since the delivery of this initiative began and was delighted to become the first LEP area in the country to secure 100% participation from their education establishments. (50x)

The WLEP was also instrumental in demonstrating the need for total inclusion. The WEAN was one of the first areas in the country to also ensure that ALL of our Special Schools and PRU's were allowed to participate within the initiative.

To date Worcestershire has recruited 70+ Enterprise Advisers and assigned each of them to schools participating within the initiative.

In September 2017, due to the success of the WEAN, the WLEP were given permission to develop and deliver a Middle School Pilot and work with 15 schools covering Wychavon, Redditch and Bromsgrove.



The Careers Strategy



**Careers strategy:
making the most of
everyone's skills and
talents**

December 2017

In December 2017 the governments Department for Education launched the latest version of their "Careers Strategy". This new strategy places the Careers and Enterprise Company at the heart of driving forward careers provision for young people. Their enhanced role is to act as a catalyst in the fragmented landscape of careers and enterprise, supporting programmes that work, filling gaps in provision and ensuring coverage across the entire country.

This new strategy adopted the Gatsby Benchmarks, which were originally developed by the Gatsby Foundation in 2014 by the Gatsby Charitable Foundation. These benchmarks were based on international research and helped identify best practice and guidance for education establishments in order for them to deliver high quality careers guidance to young people across England. These benchmarks have also formally been adopted by OFSTED and will now form part of their school inspection process.

The Eight Gatsby Benchmarks of Good Career Guidance are:

- 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) Experience of workplaces
- 7) Encounters with further higher education
- 8) Personal guidance

Careers Hubs

Since October 2015, the Gatsby Charitable Foundation, in partnership with the Careers and Enterprise Company, has also been running a Careers Hub pilot in the North East Local Enterprise Partnership area. This Careers Hub pilot was put in place to build on the support provided through the Enterprise Adviser Networks to achieve benchmarks 5 and 6 and support schools / colleges to achieve all eight of the Gatsby Benchmarks.

Following the conclusion of this pilot the Department for Education's Careers Strategy has requested that the Careers and Enterprise Company scale up this model by establishing 20 more Careers Hubs across the country, based on the North East Pilot model.

What is a Careers Hub?

A Careers Hub is a group of between 20 and 40 secondary schools / colleges / SEN Schools located in the same geographical area, working with universities, other education and training providers, employers and career guidance professionals to ensure that ALL the Gatsby Benchmarks are delivered in each school and college within the Hub and that careers outcomes are improved for all young people. Schools and colleges within the Hub should have a shared vision of how they will work together to improve outcomes for the young people in their area.

Worcestershire Careers Hub

In July 2018 the Worcestershire LEP, in partnership with Worcestershire County Council were successful in their bid for Worcestershire to be awarded "Careers Hub" status by the Careers and Enterprise Company. The Worcestershire LEP will develop a careers Hub which will contain the maximum number of 40 educational establishments. The "Hub" delivery team over the next 2 years will work with member schools to ensure not only are they meeting the mandatory requirements set out within the Department for Education's Careers Strategy, achieve all eight of the Gatsby Benchmarks but will ensure that Worcestershire students will receive an increased number of employer encounters and activities which will in turn prepare them for the world of work.

The delivery team will continue to build on the success of our showcase careers event the Worcestershire Skills Show, support the promotion of the apprenticeship agenda working with our partner Worcestershire Apprenticeships, and ensure that ALL schools provide students with the opportunity to meet with FE / HE providers and universities to ensure they can continue to make informed choices about which educational and vocational pathways are open to them.

Work will also continue to expand the range of information available to students, parents, employers and teachers through the "Skills4Worcestershire" careers signposting website.



Strategic Careers Leader

As set out within the Department for Education's Careers Strategy St Augustine's Catholic High School and Sixth Form is required to have a designated member of our Senior Leadership Team named as our school's Strategic Careers Lead.

The Strategic Careers Lead will have the responsibility to make sure that we as a school meet our mandatory requirements and work towards achieving all eight of the Gatsby Benchmarks by August 2020.

Louise Threadgold has agreed to undertake this role.

Louise Threadgold will provide (via her SLT Link) the board of governors with regular updates on our progress and will work closely with the Worcestershire LEP delivery team, our assigned Enterprise Adviser and local employers to ensure we deliver this strategy.

Our Careers Team

Louise Threadgold will lead our team which will include the following staff members:

- Careers Lead: Louise Threadgold
- SLT Careers Link: Claire Paddock
- Independent Careers Adviser: Sally Beach
- Academy Representative: Roger Harrison

In addition, all staff are supported to contribute to the careers and guidance programme through their roles as tutors and subject teachers.

Our Enterprise Adviser

Through the Worcestershire LEPs Enterprise Adviser Network St Augustine's Catholic High School and Sixth Form are awaiting provision of our own designated enterprise adviser.

Once we have received our designated advisor details will be inserted here.

Current position

Students are currently receiving the following careers related support or participating within the activities listed below during their journey through school. With the onset of COVID 19, many of these activities have moved to VIRTUAL provision, via Teams platform.

Year 8

- Academic Pathways Information
- Worcs Skills Show Invite
- Raising Aspiration Peer Support
- Option Subjects Information Presentations
- Option Subject Taster Sessions - VIRTUAL
- Transition Days - VIRTUAL

Year 9

- Audit of Knowledge
- STEM Club
- Buzz I Could
- Pixl Futures
- NHS Futures Competition
- Mentoring
- Careers Club
- Mission Month activities - VIRTUAL

- Open Doors / Industry Visits
- Worcestershire Careers Fair
- Duke of Edinburgh Bronze

Year 10

- Individual Careers Meeting - VIRTUAL
- Mentoring
- Careers Club
- Pixl Futures
- Buzz I Could
- Unifrog Activities PSHE - VIRTUAL
- Careers Appreciation Week
- Mock Interviews
- Interview Skills
- World Skills Show NEC
- Work Experience
- Mission Month activities
- Duke of Edinburgh Bronze/Silver

Year 11

- Mission Month activities - VIRTUAL
- World Skills Show NEC
- 6th form Peer Subject Mentoring - VIRTUAL
- 6th Form Open Evening
- 6th Form Application Support
- Individual Careers Meetings - VIRTUAL
- Unifrog Activities PSHE- VIRTUAL
- Subject Taster Days - VIRTUAL
- Apprenticeship Workshops
- Application Station
- Post 16 Transition Taster Days
- Results Day guidance interviews- VIRTUAL
- Professional Speakers - VIRTUAL

Year 12 /13

Within Curriculum:

- VESPA Mindsets programme
- Professional Speakers - VIRTUAL
- Professional Mentors – ARCUS/ATT
- Christ College Cambridge Consortium 2019
- NCS
- Unifrog
- Enrichment Programme
- Giving Back/ Volunteering
- Pixl Oracy Project
- Barclays Life Skills
- Young Enterprise

Beyond the curriculum:

- Duke of Edinburgh Silver/Gold
- Individual Careers Meetings
- Decision Making Workshops

- STEM Workshops
- UCAS Conference
- University Open Days
- Work Experience
- Accountancy/Finance Placements.
- Aspire Employability Masterclass
- Careers Focus Fortnight
- Mock SLT Interviews
- Apprenticeship Application Station
- Personal Statement and initial UCAS Support

Teaching staff contribute to the delivery of careers guidance through:

Audit of Careers links within revised Curriculum Plan documents.

Mapping of careers education opportunities via horizontal whole school curriculum experiences.

Calendared targeted employer visits during classroom lessons.

Exploration and explicit promotion of career paths forged from specific subjects.

Infographics, Careers boards, LMI and key opportunities, highlighted on Careers noticeboards. Subject specific careers posters outside teaching rooms.

Local Employers contribute to the delivery of careers guidance through:

Workplace visits / work experience / assemblies / careers fairs / mock interviews / careers fortnight / curriculum learning / mentoring / careers talks

Parents contribute to the delivery of careers guidance through:

Support to arrange work experience / parents employer participation / alumni / Post 16 options evening / LMI briefing embedded in curriculum evenings / careers talks

Our Objectives for 2018 to 2021

1. A Stable Careers Programme

- To ensure the careers programme is delivered by individuals with the right skills and experience. The school will, wherever possible, use qualified careers professionals to offer advice and guidance to all or the overwhelming majority of students. We take great pride that we are one of very few schools with a dedicated independent careers advisor.
- To enable students to have an understanding of the full range of opportunities available to them, the skills that are valued within the workplace and to have first-hand experience of a work environment.
- To develop and publish a careers programme that will raise the aspirations of all students regardless of academic ability and is tailored to meet their individual needs wherever possible.
- Ensure our Careers Strategy is fully supported by the Senior Leaderships team within schools and is approved by the board of governors
- To ensure there is a clear focus on the activities which support enterprise, employability skills, workplace experiences and qualifications which employers' value.
- Regularly evaluate our careers strategy to determine the impact of our careers related activity based on the feedback provided to us by students, teachers, employers and where appropriate parents.
- To maintain high quality careers provision endorsed by the Careers and Enterprise Company and to review the improvement of our programme by using the Compass evaluation and Tracker tools.

2. Learning from Career and Labour Market Information

- To encourage and increase the use of online careers tools and packages across all year groups. Working with our own careers team, key partners, stakeholders, local and national professional bodies.
- To utilise and then support the development of labour market information to ensure staff and students are informed in their decisions and the advice being given. Work with the Worcestershire LEP and the Careers and Enterprise Company to help establish key priority areas which need to be developed.

- To promote the values of labour market information to parents /carers (where appropriate) to access and understand this information. To investigate careers and opportunities in learning, work ad apprenticeships and how these meet the local and national priorities.

3. Addressing the Needs of the Pupil

- To develop mechanisms to report, track and monitor compliance in relation to the Careers Strategy objectives.
- To develop accurate tracking systems to ensure students are able to keep track of their own journey, record and access the advice they have received and monitor the agreed actions and next steps. Through the use of Unifrog and Compass +
- Ensure that a programme of activity takes place which raises the aspirations of all students and challenges stereotypical thinking in terms of equality and gender.
- To ensure that students with particular vulnerabilities and those who are at risk are appropriately supported and identified through close working relationships with the full range of educational and support agencies.
- Development of Aspire to Achieve programme for focused group of year 10 students to Light the flame to learning and engagement through career aspiration.
- To ensure that careers guidance for learners with special educational needs and disabilities (SEND) is differentiated, where appropriate, and based on high aspirations and a personalised approach. Careers guidance for learners with SEND should be based on the students own aspirations, abilities and needs.

4. Linking Curriculum Learning to Careers

- To ensure that subject teachers across the whole school support the delivery of careers education and guidance and can link the content of curriculum with careers, even in lessons which are not specifically occupation led. This will be through whole school CPD sessions. Subject specialist staff can be powerful role models to attract students towards their field and the careers that flow from it.
- To integrate national initiatives and project opportunities within the curriculum to enhance that range of careers related activity taking place within school. E.g. Young Enterprise, Code Clubs, NHS Futures.
- To ensure that careers related activity are built in throughout the school year and not just towards the end of any given topic / subject being delivered.
- Specific focus will initially be placed on linking curriculum to careers in English, Maths, Sciences and PHSE lessons.

5. Encounters with Employers and Employees

- To ensure that students receive at least ONE meaningful encounter with an employer during every year they are at school.
- Increase the number of activities which are conducted within school with the support of local employers.
- To ensure that students have the opportunity to improve employability skills and their understanding of and awareness of entrepreneurship
- To enable learners to gain the confidence to compete in the labour market by providing opportunities to gain the practical know-how and attributes that are relevant to gaining employment.
- Develop marketing materials for employers which will help them easily understand the impact of their involvement, the breadth of options available to them and the ways in which they can show they meet their corporate social responsibility.
- Create mechanisms where parents and alumni can express their interest to actively support employer related activity taking place within the school.
- The school will also encourage students and parents to attend careers events such as the Worcestershire Skills Show held annually in March and the Worcestershire Apprenticeship show held annually in October.

6. Experiences of the Workplace

- To ensure that students receive at least ONE meaningful experience of the workplace by the end of year 11

- To ensure that students receive at least ONE further meaningful experience of the workplace during years 12 and 13.
- To increase the number of employer workplace visits which will take place to enable students to gain more of an understanding of the wide range of employment opportunities available within specific industry sectors based in Worcestershire.
- To strengthen our links with local employers and support our Enterprise Adviser to facilitate careers related activity within school

7. Encounters with Further and Higher Education

- Ensure all / overwhelming majority of students receives at least ONE meaningful encounter with Sixth Form Colleges and FE Colleges.
- Ensure all / overwhelming majority of students has been provided with information about the full range of apprenticeships including higher level apprenticeships through the Worcestershire Apprenticeships activity offer.
- Ensure all / overwhelming majority of students have experienced meaningful encounters with universities by attending at least one Open Day event,
- Ensure our most able students engage with the Christ College Cambridge Consortium programme leading to Open Day attendance in June.
- To ensure this aim we have initiated a focus regional POST 16 evening to ensure all parents and student in the area have meaningful encounters and opportunities to engage with and understand changing POST 16 provision.

8. Personal Guidance

- Ensure all students have had an interview with a professional and impartial careers adviser by the end of year 11.
- Ensure all Year 11 students have a personal interview with a member of SLT to discuss proposed Post 16 pathway.
- Ensure the overwhelming majority of students has had at least TWO interviews with a professional careers adviser by the end of year 13.

Promotion of Careers related activities

Saint Augustine's will encourage the promotion of ALL careers related activity which takes place within the school through the creation of case studies and will share this activity through our school Twitter account and other social media channels.

This careers strategy document along with any case studies documents that are created will be placed on the schools website. These will also be shared with the Worcestershire LEP to be used to promote best practice across ALL careers hub member schools.

This promotion will enable us, and our partner organisations, to be able to capture the evidence we are required to provide both OFSTED and the Careers and Enterprise Company and demonstrate that the activity taking place within our school meets the requirements set out within the Department of Education's Careers strategy.

Action Plan 2018 to 2021

- Identify a named person from the SMT to become our Strategic Careers Lead by the end of September 2018 – Louise Threadgold **COMPLETE**
- Create a whole school Careers Strategy which is to be published on the school website and has gained approval from the schools Senior Management Team and the Board of Governors by the end of October 2018. **COMPLETE**
- Raise awareness of the Careers Strategy with key staff within the school to enable them to contribute towards the need to link careers to the curriculum within school. September 2018 **COMPLETE**

- Inform parents of the creation of the school's new careers strategy and inform them of its location on the school website January 2019, and update information annually **COMPLETE**
- Complete the Compass Evaluation Tool and the Tracker tool on a regular basis as per the terms of our agreement in joining the Worcestershire Careers Hub. **ONGOING**
- Maximise our Leadership CEC role – ensuring we engage with new CEC initiatives. **ONGOING**
- Ensure we engage in succession planning with the training of additional staff to build our careers guidance capabilities – Carole Ann Klatt **UNDERTAKING** careers course through CEC with Warwick University. **ONGOING**
- Ensure regular engagement with leaders from our full MAC to ensure joint commitment and engagement from MAC schools at all age groups. **ONGOING**
- Utilise our role as Lead school for the Worcestershire CEC to engage the local area in careers opportunities through the hosting of a Redditch POST 16 options evening. **INITIATED JAN 2020 AND ONGOING**

Timetable of planned careers related activity				
Autumn Term 2018				
Year Group	Activity Description	Date	Benchmark	RAG Status
8	Academic Pathways		1	G
8	Skills Show		5	G
9	Career CW		1	G
9	Audit of Knowledge		3	G
9	STEM Club			G
9	Pixl Futures		1	G
9	Buzz I Could		3	G
10	Buzz I Could		3	G
10	Skills Show		5	G
10	Pixl Futures		1	G
11	Audit of Intention		3	G
11	Unifrog		3	G
11	Post 16 Taster Evening		7	G
11	Careers Meetings		8	G
11	Apprenticeship Talks		7	G
11	LMI Sessions		2	G
12	Professional Speakers		5	G
12	Barclays Life Skills		4,5,6,	G
12	Young Enterprise		4,5	G
12	Enrichment Programme		4	G
12	Unifrog		3	G
12	University Visits		7	G
13	UCAS Applications		7	G
13	Individual Careers Meetings		8	G
13	University Open Days		7	G
13	Mock Interviews		5	G
13	Work Experience		6	G
13	Industry Visits		6	G

Timetable of planned careers related activity				
Spring Term 2019				
Year Group	Activity Description	Date	Covering Benchmark	RAG Status
8	Options Subjects		1	
9	6 th Form Mentoring		3	R
9	Careers Club		3	R
9	Tenner Challenge		4	R
10	Letters of Application		5, 6	G
10	Careers Appreciation Week		4	G
10	Worcs Skills Show		5	G
10	Individual Careers Meeting		8	G
10	Interview Skills		5	G
11	Individual Careers Meeting		8	G
11	6 th Form Application Support		3	G
11	Unifrog- Higher Education		7	G
11	6 th Form Shadowing		7	R
11	Application Station		5,7,8	G
12	Young Enterprise		4,5	G
12	Mentoring		5	G
12	Application Station		5	G
12	Apprenticeship Workshops		7	G
12	University Talks/ Visits		7	G
12	Employability Workshops		5	G
12	Volunteering		6	G
12	UCAS		7	G
13	Employability Workshops		5	G
13	Mock Interviews		5	G
13	University Talks/ Visits		7	G
13	Application Station		5	G
13	Apprenticeship Talks		7	G

Timetable of planned careers related activity				
Summer Term 2019				
Year Group	Activity Description	Date	Covering Benchmark	RAG Status
8	Transition Days		1	G
9	Careers Club		3	G
9	Open Doors		5,6	G
9	Mission Month		4,5,6	G
9	BBC Newsday		4	R
10	Work Experience		6	G
10	Mission Month		4,5,6	G
11	Taster Days		7	G
11	Alumni		5	G
11	Careers Fortnight		4,5,6	G
11	Transition Projects		4	G
12	Work Experience		6	G
12	Unifrog		3	G
12	Young Enterprise		4,5	G
12	University Open Days		7	G
12	Careers Fortnight		4,5,6	G
13	Careers Fortnight		4,5,6	G

Timetable of planned careers related activity				
Autumn Term 2019				
Year Group	Activity Description (include details of employers and if activity takes place on or off site)	Date	Covering Benchmark	RAG Status
9	Careers collective workshops		1	A
9	Audit of knowledge		3	A
9	Team building Blackwell court		1	G
9	Parents day – buzz I could activity		4	A
9	PSHE programme		4	A
9	Stem Club		4	A
9	NHS careers challenge Business students		4	G
10	Careers CW		1	G
10	Worcester warriors Enterprise day		4/5	G
10	Aspire to achieve programme		1	G
10	Pixl Futures		1	R
10	Audit of knowledge		3	G
10	Curriculum evening Work Experience launch		4	G
10	Parents day task – career Pilot		3/4	A
10	World Skills Show NEC		5	G
10	PSHE programme		4	G
10	Stem Club		4	G
11	Unifrog Intentions audit		4	G
11	NEET prevention targeted personal guidance		8	G
11	Careers collective workshops		1	G
11	WE Collective Worship		6	G
11	Stem Club		7	G
11	Post 16 Taster Evening		3	G
11	ELEVATE		8	A
11	SB - 1-2-1. parent meetings with targeted students' PARENTS EVE		5	G
11	Apprenticeship Providers		2	G
11	Careers info and LMI shared to parents and students at 6th form open evening		7	G
12	Careers collective workshops		1	G
12	Unifrog Intentions audit		4	G
12	NEET prevention targeted personal guidance		8	G
12	Careers collective workshops		1	G
12	SB/CAK - careers meetings as direct response to audit of intention - priority assessed		9	G
12	Professional Speakers		5	G
12	EPQ Applications		4	G
12	CAK Barclays life skills group 1		4/5/6	G
12	Unifrog – MOOCS/ Comp		4	G
12	Professional Masters (UOB)		5	G

12	CAK -Swales Uni 'Why Higher education talk'		7	G
12	CAK University of Bham Masterclasses		7	G
12	CAK Professional Pathways; Vet, Teacher, Economics		7	G
12			7	G
12	CAK Aim Higher induction		7	G
12	CAK Aim Higher study skills session		7	G
12	CAK Warwick Uni student finance talk		7	G
12	Enrichment by subject - details TBC		4	G
12	Young Enterprise		4/5	G
12	PSHE Programme TBC		4	G
12	NZ STEM Club yr. 12 run afterschool club		4	G
13	Audit of intentions		8	G
13	SB - targeted NEET prevention/ SEN personal guidance		8	G
13	SB/CAK - careers meetings as direct response to audit of intention - priority assessed		9	G
13	UCAS Applications		9	G
13	AT&T individual mentoring		5	G
13	University Open Days		7	G
13	Mock interviews		3	G
13	CV Masterclasses		4	G
13	External employer visits		5	G
13	CAK Warwick Uni student finance talk		7	G
13	UCAS deadline tutor support		3/8	G
13	Medi-Link conference		7	G
13	CAK Aim Higher Exam stress session		7	G
13	CAK Aim Higher study skills session		7	G
13	D of E SILVER		5	R
13	NZ STEM Club yr. 13 run afterschool club		4	G
13	Enrichment by subject - details TBC		4	G

Timetable of planned careers related activity				
Spring Term 2020				
Year Group	Activity Description (include details of employers and if activity takes place on or off site)	Date	Covering Benchmark	RAG Status
9	Career CW (CP)		1	G
9	LTG/SB whole year offered 100 places booked - Worcester skills show 04.03.2020		5	G
9	CAK 6 th form BLSK group to mentor lower school, employment skills drop in sessions (share their skills learnt in BLSK)		2/3/4	G
9	PSHE Programme TBC		4	G
9	NZ STEM Club		4	G
9	Enrichment by subject - details TBC		4	G
10	Interview Skills		5/8	G
10	Aspire to achieve programme		1	G
10	SB - Targeted student career planning workshops X3		8	R
10	LTG/SB -Pre-Work Experience Employability speakers. Afternoon off timetable REQUEST.		5	R
10	CAK - Unifrog Careers Library		2	G
10	LTG/SB - Careers Appreciation week Worship and tutor tasks		4	VIRTUAL
10	PSHE Programme TBC			VIRTUAL
10	Enrichment by subject - details TBC		4	A
10	NZ STEM Club			R
10	SB - targeted NEET/SEN prevention personal guidance -Individual careers appoints (follow up from skills show)		8	VIRTUAL
10	SB - STEM girls day AT&T		5	R
10	CAK 6th form BLSK group to mentor lower school, employment skills drop in sessions (share their skills learnt in BLSK)		2/3/4	R
11	Offer of learning audit		9	G
11	SB - targeted NEET/SEN prevention personal guidance -Individual careers appoints (follow up from skills show)		8	G
11	SB - careers meetings as direct response to audit of intention - priority assessed		8	G
11	6th form Application		3	G
11	Unifrog – HE tools		7	G
11	Application Station monthly lunch time drop ins		5,7 & 8	G
11	6th form Shadowing		7	G
12	Board of volunteers – careers board			G
12	Offer of learning audit			G
12	SB - targeted NEET/SEN prevention personal guidance -Individual careers appoints (follow up from skills show)		8	G

12	SB - careers meetings as direct response to audit of intention - priority assessed		8	G
12	CAK 6th form BLSK group to mentor lower school, employment skills drop in sessions (share their skills learnt in BLSK) YEAR 9		7	R
12	CAK Audit of Intention UNIFROG. Wc 4th March		5	G
12	CAK - Worcester university - student life talk		7	G
12	CAK - Aim higher apprenticeship workshop		5	G
12	Nuffield/Sutton schools programme. Research programme opportunity. Offered!		4	G
12	SB/CAK Professions Volunteers		7	G
12	Year 12 Service Retreat		7	R
12	UCAS Convention Worcester UNI. 19th MARCH		7	R
12	CAK - Coventry UNI researching unis talk.		5	R
12	CAK 6th form BLSK group to mentor lower school, employment skills drop in sessions (share their skills learnt in BLSK) YEAR 9		7	R
12	Pixl Oracy Project		4	R
12	CAK Exam prep and well being		1	R
12	STEM girl's day AT&T		5	R
12	ARCUS workplace visit - Inspire		5	G
12	Enrichment by subject - details TBC		4	G
12	Young Enterprise		4 & 5	G
12	PSHE Programme TBC			G
12	NZ STEM Club yr. 12 run afterschool club		4	G
13	SB - targeted NEET prevention/ SEN personal guidance			G
13	SB/CAK - careers meetings as direct response to audit of intention - priority assessed		4	G
13	CAK Student life LIVERPOOL John moores UNI		5	G
13	AT&T individual mentoring		1	G
13	GAP year/taking a year out workshop 12th Feb		5	G
13	CAK - Aim higher apprenticeship workshop		3	G
13	Mock Interviews. Local company support and enterprise advisor		4	G
13	CAK Mock interviews and CVs		1	G
13	AT&T individual mentoring		5	G
13	Year 13 Vocation Retreat		4	R
13	CAK Exam prep and well being		1	R
13	NZ STEM Club yr. 13 run afterschool club		4	A

Timetable of planned careers related activity				
Summer Term 2020				
Year Group	Activity Description (include details of employers and if activity takes place on or off site)	Date	Covering Benchmark	RAG Status
	ACTIVITIES MOVED TO VIRTUAL VIA USE OF TEAMS			

Useful links / Resources

The Careers Enterprise Company	https://www.careersandenterprise.co.uk/
Gatsby Foundation	http://www.gatsby.org.uk/education/focus-areas/good-career-guidance
Post 16 Skills Plan	https://www.gov.uk/government/publications/post-16-skills-plan-and-independent-report-on-technical-education
Department of Education Careers Strategy	https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/672418/Careers_guidance_and_access_for_education_and_training_providers.pdf
Skills For Worcestershire	http://www.skills4worcestershire.co.uk/
Government Careers Strategy December 2017	https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/664319/Careers_strategy.pdf
National Careers Service	https://nationalcareersservice.direct.gov.uk/
UCAS (Universities and Colleges Admissions Service)	https://www.ucas.com/
Worcestershire Local Enterprise Partnership	http://www.wlep.co.uk/
Worcestershire Apprenticeships	http://worcapprenticeships.org.uk/
Worcester 6 th Form College	http://www.wsfc.ac.uk/
HOW College	http://www.howcollege.ac.uk/
Kidderminster College	http://kidderminster.ac.uk/
Warwickshire College Group	https://wcg.ac.uk/page/1/home
Worcester University	https://www.worcester.ac.uk/

