



## School Careers

### How we are meeting the Gatsby Benchmarks

#### 1. A stable careers' programme.

An independent careers adviser sees every student in Years 9-11 on a rolling basis and Years 12-13 on request. Apprenticeship, work experience, university and training opportunities are shared with the appropriate year groups through assemblies, enrichment days and presentations from external agencies. Careers content is built into the whole-school PSHE programme and the school subscribes to Unifrog, a platform that enables us to deliver our careers' programme and track participation.

#### 2. Learning from career and labour market information.

We share the Essex Careers magazine, which contains information about the local labour market. Please see link: <https://www.essexopportunities.co.uk/essex-careers-magazine/> (It might be necessary to cut and paste this link into a search engine)

#### 3. Addressing the needs of each pupil.

In addition to individual appointments with our careers' adviser through Y9-13, students are provided with targeted intervention meetings following GCSE and A Level results days. There is a structured programme of support with university and apprenticeship applications for sixth form students, including a trip to the Essex University UCAS exhibition. External providers are engaged to deliver a Careers & Confidence day to specific students in Year 9 and Year 12.

#### 4. Linking curriculum learning to careers.

Every department has posters displayed in prominent places listing the types of apprenticeship that are relevant to that subject and a display of relevant careers. All departments seek to promote careers' education within their curricula, and have mapped these opportunities onto their schemes of work for each year group.



## **5. Encounters with employers and employees.**

Our annual Careers Evening for students in Year 10 to Year 13 takes place in November. A number of local businesses, public services, further and higher education establishments and training and recruitment companies attend to connect with our students and offer guidance. We host regular presentations from a range of organisations (including the BBC accountancy firms, Ford and a mentor for business analysis apprenticeships) to talk to our students about different career and apprenticeship opportunities. During National Apprenticeship Week, presentations are delivered to students in Year 10, 11, 12 and 13, using examples from former students about the different apprenticeships they have pursued, the skills required and their future job prospects. We deliver a Careers Day for students in Year 10. Students have to choose a job, prepare a CV, write an application and attend an interview with an external employer.

## **6. Experiences of workplaces.**

In the summer term, Year 12 students have a week's work experience. Students are responsible for finding their own placement, under the supervision of the school, and they are monitored by us during the placement. This is a wonderful opportunity for students to enhance their personal statements and develop key skills for the workplace.

## **7. Encounters with further and higher education**

Following the annual Year 12 visit to the UCAS exhibition, students are encouraged to attend university open days and an Oxbridge application information evening delivered by Cambridge university. The Careers Evening for students in Year 10 to 13 includes stands for a number of universities and local colleges of further education.

## **8. Personal Guidance**

In addition to the individual consultations provided by our independent careers' adviser, the Unifrog platform enables students to create a personal profile and receive bespoke guidance on possible future pathways.