

## The Big Picture

All young people need a planned programme of activities both to help them choose appropriate pathways at 14, 16 and 18 and to enable them to manage their careers, career progression and sustain employability throughout their lives. At the Marches careers is intertwined within our Futures Pathways, including a dedicated careers themed term.

## Intent

A varied and staged approach to the exploration of career pathways and the development of employability skills across the curriculum and at key decision points, to ensure that students have the essential skills to be work ready. The careers curriculum is aspirational, ensuring all students are aware of the possibilities open to them, delivered through a range of enrichment and extra-curricular opportunities. We work with the Shropshire

## Implementation

A varied and staged approach to the exploration of career pathways and the development of employability skills across the curriculum and at key decision points, to ensure that students have the essential skills to be work ready. Career's education fits within our Futures Pathway and has a dedicated half term each year. Careers events also take place across the academic year.

- **Curriculum:** A careers curriculum that is aspirational, ensuring all students are aware of the possibilities open to them, delivered through a range of enrichment and extra-curricular opportunities.
- **High Standards:** Extensive support for students and parents to ensure students are best prepared for their Post 16 and Post 18 choices to maximise potential.
- **Intelligent assessment:** Tracking of students' career aspirations and progress towards achieving them through Compass+, across each Key Stage, help to guide the tailored provision offered at each key point. All students have access to UniFrog
- **Equipped:** Use and inform students of up to date local and national Labour Market Information to help them appreciate the role of British Industry and independently manage each stage of their career within it.
- **Values:** Promotion of the rights and responsibilities of both employers and employees, helping students to develop the appropriate attitudes and values required to become work ready.
- **Esteem:** Believe in and build students' self-esteem and develop confidence and resilience to aim high and attain their career aspirations.
- **Dedicated careers advisor:** We employ a dedicated careers advisor, to offer impartial advice to our students on the next steps in their academic journey.
- **SEND Support:** SEND students are fully supported in throughout the application process including additional visits and interview practice.

## Impact

Pupils will make informed decisions at crucial transition points within their educational journey at the end of KS3, KS4 and KS5. They will have had experience of a wide range of opportunities, interests and options so they are best placed to make informed decisions about their future choices. Developing the skills needed for them to be employable, whether that is voluntarily or paid. Pupils will know the value of having work and commitments in their lives. They will understand that they have a valued and important part to play in the world in which they live and they can and are motivated to contribute to society in a way which best suits their interests and skills. Pupils will know about and make use of the range of support and advice that is available to them in order to support their choices and decision making as the progress on from The Marches.

### Careers: Futures Content

#### Year 7

- Students explore the role of secondary education in achieving their long term goals. As part of the Citizenship programme at the school students will use the ICould Careers software and explore the importance of growth mind-set.
- Students will learn about the links between different subjects and their future goals.
- Careers day: Speed networking with 10 local employers
- Employer/College workshops
- External careers assembly
- Careers assembly

#### Year 8

- In Year 8 students will use UniFrog Careers.
- Students in Year 8 will learn about the importance of financial awareness and how good career planning can help them to achieve financial security.
- Employer engagement day
- Careers across the curriculum
- Big bang
- External careers assembly
- University trip, to raise aspirations (select group)

#### Year 9

- Students will make options choices, the careers programme is therefore tailored to supporting their understanding of future pathways and career planning.
- Through the Citizenship, Parent Events and our assembly programme students will learn about the options process.
- Students and parents are encouraged to use the Kudos Careers Planning Software.
- Careers/options choices
- During citizenship lessons students will explore skills for employment.
- Enterprise day
- Careers talks
- Assemblies
- Careers across the curriculum
- Chester Uni (whole year group)
- University speaker
- Airbus assembly
- Careers day

#### Year 10

- In Year 10 all students are expected to take part in a week of Work Experience, the Citizenship programme will support them in preparing for Work Experience: Writing an application, Getting the most out of work experience, Staying safe at work.
- Students will continue to develop their financial awareness investigating bank accounts and credit & debt.
- They will explore the importance of safeguarding their reputation online and learn about how to do this.
- Students in year 10 will use the Unifrog careers software.
- Duke of Edinburgh
- Kudos
- Work experience
- Assemblies
- Armed Forces talk
- Careers across the curriculum

#### Year 11

- In Year 11 students are supported in making their Post 16 transition decisions, all Y11 students are expected to take part in a Mock Interview with Rotarians.
- Students in Y11 are supported in making applications to Post 16 education providers and have a range workshops, taster days and events supported by a wider range of providers, including Apprenticeship providers, employers, sixth form and colleges.
- Learn about interview tips and traps
- All students will have a one to one careers interview with a qualified careers advisor.
- CV writing completed in English
- Interviews with Rotarians
- Duke of Edinburgh
- Sixth Form taster days, NSC taster days
- External P16 provider talks
- Sixth form interviews
- Apprenticeship assembly
- Careers assemblies
- Landau
- Vocational curriculum
- Armed Forces talk
- NCS
- Students and their families are encouraged to use the Unifrog Software
- Careers across the curriculum
- DfWP assembly
- Work place visits for students identified as at risk of becoming NEET

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## Monitoring of Careers

The Marches School assess the impact of its careers programmes on students by completing an annual student survey and analysing destinations data in line with activities that they have taken part in at school. In addition, the views of students and parents will be surveyed after key events.

## Careers Team

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