

Whole School Careers plan

Cross phase work

Career based activities which apply to all year groups.

Activities	Details	Impact	Gatsby Benchmark
Displays	Careers based displays are placed around school. Labour market information displayed and on the website. Ex-student posters (what are they doing now?) placed around school. Staff display for past jobs and experiences.	Increased awareness/profile of careers	2 4
Enrichment	Some PDA activities are linked to finance, Hairdressing and volunteering. Tutor time workbooks and activities based around careers for years 8 to 11.	Students can assess their employability skills and look at the skills they have for specific careers	1 3 4 5 6
Visiting speakers	Careers focused visiting speakers attend and speak to different year groups throughout the year	Students have an improved awareness of the variety of jobs and careers available, the skills and qualifications required and the realities of the associated job market	2 4 5
Student voice	Student voice used to gather views and understanding of careers.	School aware of strengths and gaps which is used to inform future planning	1 3
Careers fairs	Annual careers fair held at the school in which all students and parents have the opportunity to attend. Opportunity knocks visited by 50 Y9 students each year at a neighbouring school. STEM event held at the school every two years. SSEW (STEM) engineering event visited by a number of Y10/11 students each year.	Increased student awareness of a variety of careers available within the local area and nationally and also raising awareness of key areas e.g., STEM	3 4 5 7



Careers library	Careers and university section in the school library with updated job information and prospectuses displayed. Unifrog accessible to students. Careers section in the careers office for students to access leaflets and prospectuses.	Raise student's awareness a variety of FE and HE providers. Raise awareness of apprenticeships	2 3
Parental engagement	Careers advisor available at key parent's evenings Y9 to 13. Parents invited to attend careers fair. Parents invited to attend individual careers meetings with Y10, 11 and 9 (SEND) students. Parents informed of STEM event at Scarborough. Parental information booklets sent home. Parent section on the school website with parental guides and information.	Keep parents up to date with careers and employability information	1 3 8

Year based activities.

Year	Activities	Impact	Gatsby Benchmark
Year 7	Careers team with information and competitions listed. Introduction to careers – form time. Enterprise workshop day/team building. Careers fair visit.	Improved aspiration and understanding of careers pathways. Raising awareness of enterprise and careers – an introduction. Raising awareness of next steps and starting to think about the future.	3 2 4 3, 4, 5, 7
Year 8	Careers team with information and competitions listed.	Improved aspiration and understanding of careers pathways.	3



	Careers fair visit Careers & aspirations booklet	Raising awareness of next steps and starting to think about the future.	3, 4, 5, 7
	How skilled am I session.	Assess skills and what employers are looking for.	2, 3, 4, 8
Year 9	Opportunity knocks careers event for 50 Y9 students each year.	Encourage, inform and motivate students to understand opportunities within the local area. Opportunity to meet a range of local businesses and ask questions.	3, 4, 5, 7
	Careers team with information and competitions listed. Careers talks/assemblies Careers fair visit	Improved aspiration and understanding of careers pathways.	3 3, 4, 5, 7
	Careers advisor meetings for SEND students	Raising awareness of next steps and starting to think about the future.	8
	Individual options meetings for students & parents Y9 options booklet	Improved aspirations and understanding of personal careers pathways and link to achievement. Raising awareness of next steps and starting to think about the future.	2, 3, 4, 8
	Session on what's stopping you.	Assess next steps and how to get there, learn requirements, employability and support.	3, 4, 8
Year 10	Careers team with information and competitions listed. Careers booklet completion during tutor time	Improved aspiration and understanding of careers pathways.	1, 3, 5



	<p>Skills audit through tutor program</p> <p>Armed Forces Day/activities 1:1 career interview with careers advisor Careers action planning Careers fair visit Lunchtime drop-in service with careers advisor</p> <p>Engineering event visit for selected students</p> <p>Assemblies from providers Assemblies for apprenticeships Visits to post 16 providers. Transition evening for students and parents. Personal development activities around hairdressing.</p> <p>Interview skills CV writing</p> <p>DofE volunteering</p> <p>Session on what employers are looking for</p>	<p>Raising awareness of next steps and starting to think about the future.</p> <p>Encourage, inform and motivate students to understand opportunities within the local area.</p> <p>Increased familiarity with post 16 settings.</p>	<p>5 3, 8</p> <p>3, 4, 5, 7 8</p> <p>3, 4, 5, 7</p> <p>1, 3, 5, 7, 8</p> <p>1, 4</p> <p>5, 7</p> <p>3, 5, 7</p> <p>6</p> <p>2, 3, 4, 8</p>
Year 11	<p>Careers team with information and competitions listed. 1:1 career interview with advisor and lunchtime drop in sessions Careers action planning</p> <p>Assemblies from providers</p>	<p>Improved aspiration and understanding of careers pathways and link to achievement.</p>	<p>1, 3, 5</p> <p>3, 8</p> <p>5, 7</p>



	<p>Assemblies for apprenticeships Visits to post 16 providers.</p> <p>Engineering event visit for selected students Careers fair visit Employability program for selected students Work placement for selected students</p> <p>Curriculum vitae development Personal statements Mock interviews</p> <p>6th form experience days College taster days Results day support Personal development activities around hairdressing and finance.</p> <p>NCS promotion and engagement.</p>	<p>Increased understanding of and necessity for employability skills.</p> <p>Vulnerable students have an appropriate next step pathway.</p> <p>Improved skills in employment readiness including CV & interview skills.</p> <p>All students gain a place in post 16 provision/training programme.</p> <p>Increased familiarity with universities and independent living.</p>	<p>5,7 3, 7, 8</p> <p>5, 7</p> <p>3, 4, 5, 7 3, 8</p> <p>6</p> <p>3 3, 4 3, 5, 7</p> <p>5, 7 3, 4, 5, 6 8 3, 4, 5, 6</p> <p>3, 4, 7</p>
<p>Year 12 & 13</p>	<p>Use of unifrog software Transition evening for year 12 students and parents Work experience for selected students, volunteering for all. Action planning</p> <p>Interviews with careers advisors for students who are still undecided on next steps. Lunchtime drop-in sessions available with careers advisor</p>	<p>High number of students obtain a first-choice place at university with a high proportion at a Russell Group university or a place in a higher-level apprenticeship.</p> <p>Improved aspiration and understanding of personal careers pathways.</p>	<p>3 3, 4</p> <p>5, 6</p> <p>1, 3, 8</p> <p>8</p> <p>3, 8</p>



	Apprenticeship pathway support and guidance		3, 5, 8
	Advice and guidance presentation on life as a student.		3, 7
	Course and institution matching exercise	Improved skills in employment readiness including CV, personal statement & interview skills.	3, 7
	Comprehensive support with UCAS application, proof reading and checking for all students.		3, 7, 8
	Support for students making non-UCAS applications.		3, 8
	Curriculum vitae development		1, 3
	Higher education visits	Increased familiarity with a university setting.	7
	Results day support	A Level results enable all students to gain their first next steps choice.	3, 8