

EDGBARROW SCHOOL
CAREERS STRATEGY 2018 - 2020

Over the next 18 months, Edgbarrow school staff, Governors, Parents/Carers, Students and the wider school community will continue to work to achieve the following with the intention of meeting all 8 Gatsby Benchmarks by July 2020:

BENCHMARK 1

A stable careers programme

This will be demonstrated by the following:

- Holding a 'Quality in Careers' standard
- Having an embedded programme that is known and understood by students, parent/carers, teachers, governors and employers
- Publishing and regularly evaluating the programme
- Having an appointed careers leader, named SLT link and a named Governor link
- Membership of the CDI and offering of CPD to relevant staff
- Supporting the Pastoral curriculum to enable student to make informed decisions

BENCHMARK 2

Learning from career and labour market information

This will be demonstrated by the following:

- Students and parent/carers having access to good quality information on study options and LMI
- Renewing appropriate software licences and resources
- Regularly updating information on school website
- Engaging with the wider school community including employers and parent/carers
- Engaging with apprenticeship providers
- Train and encourage older students to support younger ones to make use of key careers information resources

BENCHMARK 3

Addressing the needs of each pupil

This will be demonstrated by the following:

- Targeted advice to meet individual needs, at transitional times including relevant parent evenings
- Continue to buy in external careers guidance to support internal provision
- Allocate 1-2-1 support via needs analysis, concentrating on SEND, PP, LAC
- Keep systematic records of individual advice, agreed decisions, which is available to relevant staff and students
- Raising aspirations and challenging stereotypical thinking
- Using student destination data to create an alumni network to support the careers programme
- Exploring opportunities to extend the business mentoring programme

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BENCHMARK 4

Linking curriculum learning to careers (This benchmark is highlighted as aspirational in the Gatsby report, suggestion is identify teachers or subject to pilot in the first instance)

This will be demonstrated by the following:

Completing an audit of careers learning within the whole curriculum and taking relevant actions to ensure all departments have a robust and relevant careers provision
Ensuring all departments have a careers noticeboard which is updated regularly
Engaging with the wider business community to ensure that all students understand the benefits of the different STEM and STEAM subjects and their relevance for future career paths
Publicise relevant resources to teachers
Introduce to students in lower school the idea of transferable skills and portfolio careers
Encouraging teachers who have moved into teaching from other jobs to share their previous experience

BENCHMARK 5

Encounters with employers and employees

This will be demonstrated by the following:

- Giving students multiple opportunities to learn from employers and employees, e.g. Careers Convention, Year 12 Speed Careers Event, Yr10 Mock Interviews, Work Experience
- Inviting employers in for assemblies, PSHE sessions, breakfast clubs etc.
- Building an alumni network
- Introduce innovative ideas to encourage students to attend events
- Continue to offer enrichment events for all year groups
- Create and maintain a record to log all student encounters with employers and employees and audit regularly to ensure that all students meet the requirement to have had at least 7 encounters by the end of Year 13

BENCHMARK 6

Experiences of workplaces

This will be demonstrated by the following:

- All Year 12 students to complete a minimum of 30 hrs work experience in an appropriate and suitable placement
- Encourage and support KS4 students to investigate and undertake work experience opportunities, workplace visits and/or work shadowing
- Create and maintain a record to log workplace encounters and audit regularly to ensure that all students have had at least one experience by the end of Year 11 and two by the end of Year 13
- Networking with local EBPs, LEPs, Careers and Enterprise Company and employers to facilitate workplace opportunities

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BENCHMARK 7

Encounters with Further and Higher Education

This will be demonstrated by the following:

- Encouraging all students in Years 8-13 to attend the careers convention
- Advising and encouraging all Year 11s to visit at least one further education establishment whilst investigating their post 16 options
- Support and arrange for KS4 SEND, PP and LAC children to visit further education establishments
- Engaging with FE and HE providers, apprenticeship providers and actively arrange in-house workshops, assemblies etc.
- Encouraging all students and parent/carers to explore all pathways by providing up to date information via email, social media, noticeboards, planned PSHE sessions and assemblies

BENCHMARK 8

Personal Guidance

This will be demonstrated by the following:

- Continuing to buy in external careers guidance to supplement internal provision
- Creating and maintaining a record of all 1-2-1 guidance interviews, making it available to appropriate school staff and students
- Targeting and planning advice to meet individual needs, students will have opportunities to participate in group sessions
- Providing external careers guidance opportunities for students and parent/carers at parent evenings during transitional times
- Offering lunch time drop in sessions for students

