

## Subject: Careers

### Subject Leader

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### National Curriculum

Careers in the curriculum implements a range of interventions, which allow all students to experience careers learning as a part of their everyday school curriculum. The Kingsmead School uses the Gatsby Report which identifies The Eight Benchmarks which are:

1. A Stable careers programme
2. Careers labour market information
3. Addressing the needs of all students
4. Careers in the Curriculum
5. Encounters with employers and employees
6. Work experience and other experiences of work
7. Experiences of HE (Higher Education), FE (Further Education) and other experiences of the workplace
8. Personal guidance by a level Six Careers Adviser

These benchmarks are the framework for careers guidance which are developed to provide students with careers education, information, advice and guidance (CEIAG)

Alongside the Gatsby benchmarks we use an assessment tool, Compass + to help track, monitor and evaluate each student's progress within careers development programme. Compass+ is designed to use data to define key strategic objectives that are student-centred and measurable, which creates action plans to achieve them. Compass + then monitors the status of our plans using data visualisations and individual pupil profiles.

### Curriculum Intent

The Kingsmead School enables students to develop the knowledge and skills they need to make successful choices, manage transition in education and aims to ensure all students achieve their full potential in whatever future career they choose to follow.

Career education and guidance at The Kingsmead school, is a progressive journey from year 7- 11.

Our Aims are to:

Develop positive attitudes towards study and work

To develop employability and enterprise skills

To help students to plan and take control of their own future, at key points in their education.

To provide students with relevant careers inspirations and guidance

To provide students with opportunities at Post 16 including traineeships, apprenticeships, school leaver programmes and training opportunities.

Providing students with impartial advice regarding options that are available.

To provide equal opportunities to access careers inspiration and guidance.

These aims are achieved through the careers curriculum, which are in line with The Gatsby Benchmarks.

Careers for Key stage Three ( Years Seven, Eight and Nine)

Students will be encouraged to explore their self-awareness, by looking at skills, qualities and identifying areas for improvement.

We will encourage discussion about the world of work and explore how to make positive decisions about their own career path.

Students will have understanding about equality and stereotypes and be able to express themselves in a positive way.

Key stage Three students will develop skills to research careers information, that is current and reliable

Have understanding of realistic career opportunities that are available to them in or around the city.

Towards the summer, students will have the opportunity to be involved in an Enterprise day, where students will be encouraged to work in teams to plan and produce an item for investment, The Careers Team will run the activity within the school day.

Careers for Key stage Four (Years Ten and Eleven)

Students will focus on Managing time, overcoming challenges and managing responses which are all vital skills that students need to succeed within the World of work.

Students will have opportunities to visit College and Training providers within the city. To have the chance to speak to tutors from that organisation, for better understanding of courses that are available to them.

The Kingsmead School will have a Careers day alongside Year 11 parents evening, where will invite training providers and colleges to come along to the school and promote their organisations. Parents, carers and students will have the chance to see what is available to them within the city and will be able to talk to tutors and collect prospectus to help students make informed choices, before leaving school.

Within year 10 and 11, students will have Mock interview day so students have experiences of talking to an employer in an interview type setting.

Students will have a good insight to what questions an employer may ask, body language and dress code.

Students will have further opportunity to ask questions themselves and to discuss any fears they have before attending real interviews.

Students will have one to one drop in sessions with a qualified Careers Adviser, to explore student's career paths and help support with applications, assessments and transition to a college or training provider. We will support the student with transport to interviews help to fill out bursary forms and prepare the student with interview questions. Alongside this, we will provide the students with opportunities for job shadowing which provide an insight and gain perspective to their choose career, with evaluation and observations and employer/student feedback meetings during and after completion,

Finally Year 11 students will have a record of Achievement folder, which will contain all of the students GCSE certificates or functional skills, exam access arrangements and any further information that the student may need during interview/enrolment stage.

ECHP Students

Students who have an Education, Health and Care Plan are supported up until they are 25 years.

The Careers Coordinator/ Post 16 Mentor attends all annual reviews and contribute to the students Post 16 future outcomes, by offering advice regarding courses which are available in and around the city.

NEET Students (Not in Education, Employment or Training)

For students that have already left Kingsmead, our careers programme still tracks these students to help support them into education, employment or training up until 18 or with an EHCP, until they are 25.

As a school we will offer support and guidance to all of our ex-students by offering CEIAG drop in sessions either at the student's home or at one of our bases. We are able to look at Labour market information, share career websites and help with interview techniques, help with C.Vs and application forms to colleges and training providers.

**Covid-19 information- The Careers Team will make adjustments to any opportunities and experiences that require face to face meetings to virtual interaction, where necessary.**

		Term	Content/Topics	Assessment
Year 7	Autumn Term	1	All about me Knowing why planning for change is important and how to do it. Student discussion on either one to one or small groups about what has changed in their lives so far. Reflect on feelings/open discussion about how they feel about the change. Discussion on what matters now and what matters in five years' time.	Self-Awareness Coping with Change Time Management Future plans Worksheets Group discussions Evaluation
		2	Who am I? Encourage the students to think about understanding themselves. Developing their skills to help them think about the future. Students will be able to understand the differences between skills and Qualities	Personal shield-What are your skills? What are your qualities? Understanding the qualities and skills that the student might need to work on. Evaluation Group/1:1 discussion and Feedback
	Spring Term	3	Gender Stereotypes in Careers To explore attitudes towards gender in different careers Describe what stereotypes mean and equal opportunities mean –Look for links Identifying gender stereo types within careers. Link with historical views and cultural views	PowerPoint Questionnaire Views of students-Recordings Gender project-Self Assessment student work booklet
		4	Demonstrate students understanding of what skills and qualities are (Autumn half term) List personal skills and qualities Identifying hobbies and interests Match skills	Students can identify their own skills and qualities they have. Display findings on a poster as evidence Card games Worksheets  Researching Job adverts-Looking for the skills and qualities required
	Summer Term	5	Job Profiles-What jobs am I interested in? Students to use the internet or the careers library to search for 3 jobs that interest them.	Worksheet –Job profiles Name the industry/ Job Find the skills and Qualities Discussion on jobs researched
		6	Careers Enterprise day KS3 DEPD Enterprise company Eric and Stuart – Employability Mentors <b>Careers Team to organise</b>	Discuss opportunities Complete some interactive games Freebies With 2 providers available



		Term	Content/Topics	Assessment
Year 8	Autumn Term	1	Equality What is meant by Stereo Typing Reinforcing equal opportunities How can Stereotyping impact on careers choices? What is meant by Stereotyping?	Use the power point-Equality Use the following Statements (true and False) Record findings Classroom discussion.
		2	Chilli with Careers Activities around careers To get students thinking about jobs, salaries and job groups	Encourage discussion in small groups or one to one Students to take part and share views  Voice recording or written statements as evidence.
	Spring Term	3	A-Z of jobs Think of as many jobs that match with the letter of the alphabet Higher or lower salaries Different types of jobs that match the picture. Which Job, which Skills Skills and Abilities word search A-Z skills worksheet	Worksheet Evidence Class discussions
		4	Exploring attitudes towards gender in different careers Decide what jobs the students <b>think</b> are for men and women or both. Discussions with students to share reasons /encourage students to have a debate Remind students of work (Stereotyping) in Autumn term. Which jobs in the PAST used to hire only men or women	Classroom Discussion Lesson plan on Stereotypes Questionnaires
	Summer Term	5	Understanding Labour Market information Understanding the different range of Careers sectors Career roles Local employers	Lesson Plan –World of work CAREERS Sectors. Learning about Career Sectors Careers Hub- Youth Employment uk
		6	Careers Enterprise day Depd Enterprise company Eric and Stuart – Employability Mentors To see all students KS3 <b>Careers Team to organise</b>	Discuss opportunities Complete some interactive games Freebies With 2 providers available

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Year 9	Autumn Term	1	Role Models To understand how to take effective steps to plan their own careers Identifying Strengths and Weaknesses	Lesson plan- Careers pathway- Role Models Students work
		2	Decision Making Students to understand how to make positive Decisions To feel confident making choices for themselves and to be able to discuss those feelings in a positive way.	Power Point on Decision making The power point contains everything you need to run a group or one 2 one session with students Questionnaire
	Spring Term	3	Labour Market Information Know what is meant by labour market information. Students to use internet to identify sources. Students recognise what sort of employment opportunities are in their area and which sectors are growing.	Complete personal Action plans Evaluation of LMI  Power Point of LMI Everything you will need to complete lesson is on Power POINT
		4	Research careers area Students know how to start researching different career areas	My CAREERS Booklet Setting your careers objectives Looking at Different Industries
	Summer Term	5	Job Adverts What Skills are required for each job?	Read out Job adverts as a group or one to one What qualifications are needed? What skills? Student work books evidence
		6	Derby College –What, where, why and when What Courses? Discussion on different college sites  <b>The Careers Team will deliver this lesson</b>	Derby College website-Quiz Derby College virtual tour-Discussion Derby College tutor visit-Evaluation Derby College Visit

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Year 10	Autumn Term	1	Where now? Students have a better understanding of what they would like to do after school. Use the Career Library Have careers books for inspiration and for open discussion.	Power Point –Where now? This activity is discussion based. Allow students to have a group discussion regarding moving on from Kingsmead.
		2	LMI/Stereotypes Students to learn and understand about Labour Market and gender stereo types which can affect career aspirations	Lesson plan Gender Respect Project : It's a girl thing
	Spring Term	3	Achieving your goals/Managing your time Students look at time management and the differences between being organised and disorganised. What it means to be assertive Looking at Self organisation	Tesco Youth Academy Manging your time PowerPoint M3-T3-L1-DELIVERY M3-T3-L1-WORKSHEETS Evaluation sheets
		4	Over Coming Challenges Students to look and discuss how positive mind talks can help deal with setbacks. Understanding a resilient response Identifying opportunities	Tesco Youth Academy Building Resilience- Power Point M4-T3-L1 Delivery M4-T3-L1 Worksheets Evaluation sheets
	Summer Term	5	Managing your response Discuss empathy (To sense other people's emotions) and collaboration ( Working with someone to produce something) Working with other people at work or in education can sometimes spark situations How to deal with situations effectively. Students will understand when managing challenges an instant re action can sometimes be unproductive. Learning how to think about their words and actions will develop their skills to be resilient and promote positive attitudes.	Tesco youth Academy Managing your responses –Power Point M4-T2-L1-Delivery M4-T2-L1-Worksheets Evaluation Sheets
		6	Derby University-Raising Aspirations The differences between College and University School trip to Derby University Careers Team to organise  Work Shadowing – Employers and organisations within the city, who will support the students to experience what it like to work in that particular organisation, for the day/week.	Power point –university Information Worksheet- UCAS What uni Which? University Derby University Website Derby University visit Evaluation feedback sheets Further Education Encounter Student and Staff Evaluation –University Trip

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		Term	Content/Topics	Assessment
Year 11	Autumn Term	1	Researching Post 16 options- Careers Pathway (Apprenticeships, Traineeships, College, Training providers) Using the careers library for inspiration –Post 16 Careers Mentor for information, Advice and Guidance (IAG) Action plans	Careers Team Compass +
		2	Mock exam Prep Information Careers Talk-Life Journeys Year 11-Castle STEM information – Targeted STEM students to Toyota for application/ assessment /interview	Careers Team Online Resources Compass+ Evaluation
	Spring Term	3	Post 16 Careers Mentor for Information, Advice and Guidance-Action Plans DEDP –Enterprise Company – Employability workshops(online) Careers Talks PRU/Special	Careers Team DEDP Team Compass+ Evaluation
		4	CV workshops Using the correct format –Dos and Don'ts Mock Interviews event PRU/Special Mock Interview Castle	Careers Team Compass+ DEDP Team Evaluation
	Summer Term	5	Derby College Mentoring in school/online Targeted Students who have shown an interest in College  Training provider Careers Talks in school/online Juniper Skills Build Work pays	Careers Team Derby College Team  Training Provider Staff  Evaluation
		6	Interview preparation for students – Post 16 Careers Mentoring for information, Advice and Guidance-Action Plans Travel assistance prep Record of Achievements folders Careers Day School Event- Colleges and Training providers will be invited into school to showcase their courses that are available to students.	Careers Team

