

Wadham School Career Programme

2023-2024

(Gatsby Benchmark 1)

Department for Education's Careers Strategy:

The Government's careers strategy, published on 4 December 2017, sets out a long term plan to build a world class careers system that will help young people and adults choose the career that is right for them.

To achieve this aim, the careers strategy sets out that every school and academy providing secondary education should use the Gatsby Charitable Foundation's Benchmarks to develop and improve their careers provision.

"DfE want:

- All Young people to understand the full range of opportunities available to them, to learn from employers about work and the skills that are valued in the workplace and to have first-hand experience of the workplace;
- All young people in secondary school and college to get an excellent programme of advice and guidance that is delivered by individuals with the right skills and experience.

The Gatsby Benchmarks: a world class standard for schools and colleges. The Gatsby Charitable Foundation has brought together the best national and international research to set out eight Benchmarks that define excellence in careers provision. Government will ask schools and colleges to meet these standards".

The Gatsby Benchmarks:

1. **A stable careers programme.** Every school and college should have an embedded programme of career education and guidance that is known and understood by students, parents, teachers, governors and employers.
2. **Learning from career and labour market information.** Every student, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.
3. **Addressing the needs of each student.** Students have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each student. A school's careers programme should embed equality and diversity considerations throughout.
4. **Linking curriculum learning to careers.** All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.

5. **Encounters with employers and employees.** Every student should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.
6. **Experiences of workplaces.** Every student should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.
7. **Encounters with further and higher education.** All students should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.
8. **Personal guidance.** Every student should have opportunities for guidance interviews with a career adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made.

Wadham school is committed to developing their Careers Programme and Policy to meet the 8 Gatsby Benchmarks

The Education (Careers Guidance in Schools) Act 2022 comes into force on 1st September 2022. The Act amends the existing duty, in section 42A of the Education Act 1997, that requires maintained schools, special schools and pupil referral units in England to secure independent careers guidance to pupils in school years 8 to 13. The Act extends the duty to ALL pupils in state-funded secondary education, meaning that schools must now secure independent careers guidance from year 7.

WADHAM SCHOOL

The key elements of a good Careers Education, Information, Advice and Guidance (CEIAG) Programme should be to develop the self-awareness, opportunity awareness, decision making and transition planning skills of its students. It should also look to raise aspirations, broaden horizons and breakdown stereotypes.

It should help students to understand the purpose, and benefits, of education and it should aim to inspire them to greater achievement in their formal qualifications as well as successful progression into the next stage of their lives, and the 'world of work' in the longer term.

A robust and inspiring CEIAG programme should be an integral part of the whole school and, as a result, Wadham's CEIAG programme incorporates both formal careers education, information, advice and guidance activities, as well as other opportunities linked to each of the students' subjects, whether this is delivered through/by bespoke lessons, external speakers, educational visits or developing our staff's knowledge of the careers and opportunities linked to their subject areas.

We believe that the whole school staff has a responsibility for the 'careers education' of its students and, therefore, it is important that all staff maintain an up-to-date knowledge of the opportunities that relate to their subjects, encourage students to explore ideas and are

happy to provide additional information to students, or to refer them to other resources/colleagues with a more specific knowledge.

The Gatsby Career Benchmarks define the essentials of good careers guidance providing a robust and realistic framework for developing a first-class careers programme. Wadham School is committed to developing their careers programme and policy to meet the 8 Gatsby Benchmarks.

Student entitlement:

- A programme of careers education to help you develop skills and knowledge to make choices and decisions about your transition to work and learning. (Gatsby Benchmark 1)
- You will receive support and guidance to develop a career plan to assist you with your career goals and your progression on from Wadham School. (Gatsby Benchmark 2 and 3)
- All students have access to independent and impartial careers information, advice and guidance on request, delivered by a Level 6 qualified adviser. (Gatsby Benchmark 3 and 8)
- You have access to career resources from the library and online IT career packages. (Gatsby Benchmark 1, 2, and 3)
- Teaching staff will ensure that curriculum learning, and careers are linked. (Gatsby Benchmark 4)
- You will have the opportunity to have meaningful encounters with employers. (Gatsby Benchmark 5)
- You will have an opportunity to learn about the world of work through a work experience programme delivered in year 10. (Gatsby Benchmark 6)
- You will have access to a wide range of educational and training providers in years 9 to 11 with the purpose of informing you about approved technical and academic educational qualifications, apprenticeships and higher education. (Gatsby Benchmark 7)
- In Year 10 and Year 11 you will be offered a 1:1 appointment with a Careers and Skills Adviser. (Gatsby Benchmark 8)
- Support and guidance to help you complete a career plan. (Gatsby Benchmark 3)
- Help to decide what you want to do when you leave year 11 and year 13. (Gatsby Benchmark 3)

Year 7

Students in year 7 will have access to the following Careers Education, Information, Advice and Guidance opportunities throughout the year:

Activity	Timings	Purpose
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Career appointments available with a dedicated and trained CEIAG Advisor upon request.	Throughout the year	Careers appointments are a vital avenue for ensuring students are informed about the options open to them in the future, have explored alternatives and are not falling into local stereotypes around barriers to certain options
Career resources in the library	Throughout the year	Access to career resources; books, college prospectuses, university prospectuses and training provider leaflets
PD sessions on Employment and Careers	Summer term	Our PD sessions are carefully designed to meet our commitment to producing well rounded students who are aware of the wider world. Students will gain in introduction to options available after education.
Career focussed tutor time sessions	Weekly	Varied careers activities to be incorporated into the weekly tutor time session
Alternative timetable days	Throughout the year	ATD's take place throughout the year and these focus on a variety of topics to encourage students to identify personal traits, strengths and skills and develop confidence and have high expectations of themselves.
Wadham School Careers Fair	November	Wadham will host their own Careers fair and year 7 students will get dedicated time there during the day. Families are invited to attend after school and into the evening.
Careers in the curriculum	Throughout the year in all lessons	Careers is integrated in all lessons across the curriculum, delivered by teaching staff.

Year 8

Students in year 8 will have access to the following Careers Education, Information, Advice and Guidance opportunities throughout the year:

Activity	Timings	Purpose
Career appointments available with a dedicated and trained CEIAG Advisor upon request.	Throughout the year	Careers appointments are a vital avenue for ensuring students are informed about the options open to them in the future, have explored alternatives and are not falling into

		local stereotypes around barriers to certain options
Career resources in the library	Throughout the year	Access to career resources; books, college prospectuses, university prospectuses and training provider leaflets
PD sessions on Employment and Careers	Summer term	Our PD sessions are carefully designed to meet our commitment to producing well rounded students who are aware of the wider world. Students will be introduced to volunteering, self identity, skills, qualifications and career aspirations.
Career focussed tutor time sessions	Weekly	Varied careers activities to be incorporated into the weekly tutor time session
Wadham School Careers Fair	November	Wadham will host their own Careers fair and year 8 students will get dedicated time there during the day. Families are invited to attend after school and into the evening.
My Futures Career programme held at Yeovil College	July	This is an opportunity for some students to experience post 16 courses at an FE establishment. A variety of technical, vocational and academic options are available to try
Careers in the curriculum	Throughout the year in all lessons	Careers is integrated in all lessons across the curriculum, delivered by teaching staff.

Year 9

Students in Year 9 will have access to the following Careers Education, Information, Advice and Guidance opportunities throughout the year:

Activity	Timings	Purpose
Career appointments available with a dedicated and trained CEIAG Advisor upon request.	Throughout the year	Careers appointments are a vital avenue for ensuring students are informed about the options open to them in the future, have explored alternatives and are not falling into local stereotypes around barriers to certain options
Assemblies - or guest speakers in PD	Throughout the year	Numerous assemblies or visitors during PD or assemblies throughout the year

		provide students with a thorough overview of the options open to them post-16.
Career resources in the library	Throughout the year	Access to career resources; books, college prospectuses, university prospectuses and training provider leaflets
PD Programme	Throughout the year	PD sessions across the year focus on the importance of students understanding about themselves, finding out about careers and the world of work, and helping plan for their future. Also a session on decision making and choosing options
Career focussed tutor time sessions	Weekly	Varied careers activities to be incorporated into the weekly tutor time session
Somerset Careers Fair (Westlands Entertainment complex)	October	In November, all Year 9 students have the opportunity to engage with this County-wide Careers Fair. This provides the opportunity to engage with a large number of local employers and Colleges.
Parents Evening	March	All families have access to book an appointment with a specialist careers advisor as part of the Year 9 Parents' evening.
Year 9 Options Evening	March	All students and their families have the opportunity to attend the year 9 options evening and to speak to specialist staff and the careers advisor.
Wadham School Careers Fair	November	Wadham will host their own Careers fair and all year 9 students will get dedicated time there during the day. Families are invited to attend after school and into the evening.
Alternative Timetable Days	Throughout the year	Specific drop down days will be arranged as required, and will have a careers and enterprise focus
Careers in the curriculum	Throughout the year in all lessons	Careers is integrated in all lessons across the curriculum, delivered by teaching staff.

Year 10

Students in Year 10 will have access to the following Careers Education, Information, Advice and Guidance opportunities throughout the year:

Activity	Timings	Purpose
A careers appointment with a dedicated and trained CEIAG Advisor.	Throughout the year	Careers appointments are a vital avenue for ensuring students are informed about the options open to them in the future, have explored alternatives and are not falling into local stereotypes around barriers to certain options.
Assemblies or Guest speakers in PD	Throughout the year	Numerous assemblies or PD sessions throughout the year provide students with a thorough overview of the options open to them post-16.
Career resources in the library	Throughout the year	Access to career resources; books, college prospectuses, university prospectuses and training provider leaflets.
PD Programme	Throughout the year	Numerous PD sessions across the year focus on the importance of students understanding about themselves, finding out about careers and the world of work, and helping plan for their future. Students will write their PAIG and prepare for work experience.
Career focussed tutor time sessions	Weekly	Varied careers activities to be incorporated into the weekly tutor time session
Somerset Careers Fair	October	In November, all Year 10 students have the opportunity to engage with this County-wide Careers Fair in the evening. This provides the opportunity to engage with a large number of local employers and Colleges. Wadham will take a small cohort of year 10 pupils during the day.
Year 10 Parents Evening	May	All families have access to book appointment with a specialist careers advisor as part of the Year 10 Parents' evening.
Wadham School Careers Fair	November	Wadham will host their own Careers fair and year 9 students will get dedicated time there during the day. Families are invited to attend after school and into the evening.

Year 10 Taster Day with Yeovil College	June/July	Towards the end of the academic year, some Year 10 students visit Yeovil College to undertake a number of selected taster sessions, to experience a further education setting.
Work Experience programme	July	All Year 10 students undertake a weeklong work experience programme with a local employer. This provides a vital first-hand experience of a modern workplace.
Alternative Timetable Days	Throughout the year	An ATD can be arranged to have a careers and/or enterprise focus
Careers in the curriculum	Throughout the year in all lessons	Careers is integrated in all lessons across the curriculum, delivered by teaching staff.

Year 11

Students in Year 11 will have access to the following Careers Education, Information, Advice and Guidance opportunities throughout the year:

Activity	Timings	Purpose
A careers appointment with a dedicated and trained CEIAG Advisor.	Throughout the year	Careers appointments are a vital avenue for ensuring students are informed about the options open to them in the future, have explored alternatives and are not falling into local stereotypes around barriers to certain options.
Assemblies or Guest speakers in PD	Throughout the year	Numerous assemblies or visitors in PD throughout the year provide students with a thorough overview of the options open to them post-16.
Career resources in the library	Throughout the year	Access to career resources; books, college prospectuses, university prospectuses and training provider leaflets
PD and Tutorial Programme	Throughout the year	Numerous PD sessions across the year focus on the importance of students understanding about themselves, finding out about careers and the world of work, and helping plan for their future. Students will finish writing their PAIG, prepare application forms and prepare for mock interviews.

Career focussed tutor time sessions	Weekly	Varied careers activities to be incorporated into the weekly tutor time session
Somerset Careers Fair	October	In November, all Year 11 students have the opportunity to engage with this County-wide Careers Fair in the evening. This provides the opportunity to engage with a large number of local employers and Colleges. Wadham will take a small cohort during the day.
Rotary Mock Interviews	October/November	We have volunteers from our local rotary who undertake mock interviews with every student to prepare them for future real interviews with colleges/sixth forms and apprenticeship providers.
Year 11 Parents Evening	January	All families have access to book appointment with a specialist careers advisor as part of the Year 11 Parents' evening.
Wadham School Careers Fair	November	Wadham will host their own Careers fair and year 11 students will get dedicated time there during the day. Families are invited to attend after school and into the evening.
ASK Apprenticeship session	January/February	ASK come in to school to support all those students hoping to progress to an apprenticeship after year 11
Alternative Timetable Days	Throughout the year	There is the opportunity for ATD's throughout the year, and one will have a careers and enterprise focus
Careers in the curriculum	Throughout the year in all lessons	Careers is integrated in all lessons across the curriculum, delivered by teaching staff.

Sixth form:

Activity	Timings	Purpose
A careers appointment with a dedicated and trained CEIAG Advisor.	Throughout the year	Careers appointments are a vital avenue for ensuring students are informed about the options open to

		them in the future, have explored alternatives and are not falling into local stereotypes around barriers to certain options.
Somerset Careers Fair	October	In November, all Year sixth form students have the opportunity to engage with this County-wide Careers Fair. This provides the opportunity to engage with a large number of local employers and Colleges.
Sixth Form tutorial programme	Throughout the year	These weekly sessions helps students identify a range of post 18 options to make informed choices about their future, UCAS, Apprenticeships, Employment
Wadham School Careers Fair	November	Wadham will host their own Careers fair and sixth form students will get dedicated time there during the day. Families are invited to attend after school and into the evening.
ASK Apprenticeship sessions	TBC	External presentation from ASK Apprenticeship service on apprenticeships and degree apprenticeships. All students to attend during both years – 12 and 13.
UCAS Preparation	Year 12 and term 1 year 13	All students are supporting through the UCAS application process and all are supported in writing their Personal Statements
Work Experience	Throughout the two years	Sixth formers are encouraged to undertake extended work experience alongside their A level programme.
Careers in the curriculum	Throughout the year in all lessons	Careers is integrated in all lessons across the curriculum, delivered by teaching staff.