



Proposed Careers Programme – KS3

Year 7

Activity	Details	Impact	Gatsby Benchmark
In Curriculum	In every L4L theme there is a careers based lesson. 10 lessons. KS3 L8 KS3 L11 KS3 L12	Students will explore careers, employability, and enterprise education. They will learn about different types of careers related to subjects.	2
PSHE Form Time Sessions	Routes into Work KS3 L11 KS3 L12 Young people's employment rights and responsibilities KS3 L13 Aspirations KS3 L3 KS3 L9 KS3 H2 KS3 H4 KS3 H9 Plus additional units of work from SCA.	Students will explore careers, employability, and enterprise education. They will learn about the world of work and identify career management skills.	2, 3, 4
Focus Days	Enterprise days - year group works with a company, is set a challenge and students work in groups to do something and present back at the end.	Learning about personal skills and traits, online reputation, thinking outside the box and expanding career pools.	1, 3, 5
Feedback	Survey given to students 3 times a year.	Students will have the opportunity to feedback on the careers programme and suggest what they liked and what they might need more of.	1
Assemblies and careers workshops	Students will have the opportunity to listen to guest speakers from different career backgrounds.	This broadens students contact with a range of employers.	3, 6



Proposed Careers Programme – KS3

Year 8

Activity	Details	Impact	Gatsby Benchmark
In Curriculum	In every L4L theme there is a careers based lesson. 10 lessons. KS3 L8 KS3 L11 KS3 L12	Students will explore careers, employability, and enterprise education. They will learn about different types of careers related to subjects.	2
PSHE Form Time Sessions	<p>Guidance for Choosing your options KS3 L7 KS3 L8</p> <p>STEM Careers KS3 L8 KS3 L12 KS3 L13</p> <p>Careers Skills: KS3 H2 KS3 L3 KS3 L4 KS3 L5 KS3 L9 KS3 L10 KS3 L11 KS3 L12</p> <p>Careers Skills: Teamwork KS3 H2 KS3 H10 KS3 R2 KS3 R10 KS3 R13 KS3 R14 KS3 R15 KS3 R16 KS3 R19 KS3 L4 KS3 L5</p> <p>Careers: Communication Skills KS3 H1 KS3 H4 KS3 R15 KS3 R16 KS3 R19 KS3 L1 KS3 L2</p>	Students will explore careers, employability, and enterprise education. They will learn about the world of work and identify career management skills.	2, 3, 4



Proposed Careers Programme – KS3

	<p>KS3 L4</p> <p>Self Confidence and Goals Core Theme: Health and Wellbeing</p> <p>KS3 H1 KS3 H2 KS3 H4 KS3 H5 KS3 H9 KS3 L2 KS3 L3 KS3 L4 KS3 L14</p> <p>Personal Development and Target Setting</p> <p>KS3 H1 KS3 H2 KS3 H4 KS3 H5 KS3 H9 KS3 H13 KS3 R15 KS3 R16 KS3 R19 KS3 L2 KS3 L3 KS3 L4 KS3 L6 KS3 L9 KS3 L14</p>		
Focus Days	Enterprise days - year group works with a company, is set a challenge and students work in groups to do something and present back at the end.	Learning about personal skills and traits, online reputation, thinking outside the box and expanding career pools.	1, 3, 5
Feedback	Survey given to students 3 times a year.	Students will have the opportunity to feedback on the careers programme and suggest what they liked and what they might need more of.	1
Assemblies and careers workshops	Students will have the opportunity to listen to guest speakers from different career backgrounds.	This broadens students' contact with a range of employers.	3, 6



Proposed Careers Programme – KS3

Year 9

Activity	Details	Impact	Gatsby Benchmark
In Curriculum	In every L4L theme there is a careers based lesson. 10 lessons. KS3 L8 KS3 L11 KS3 L12 As well as this, a theme on Careers and Computer Science.	Students will explore careers, employability, and enterprise education. They will learn about different types of careers related to subjects.	2, 4
PSHE Form Time Sessions	Not yet made	Students will explore careers, employability, and enterprise education. They will learn about the world of work and identify career management skills.	2, 3, 4
Focus Days	Enterprise days - year group works with a company, is set a challenge and students work in groups to do something and present back at the end.	Learning about personal skills and traits, online reputation, thinking outside the box and expanding career pools.	1, 3, 5
Feedback	Survey 3 times a year.	Students will have the opportunity to feedback on the careers programme and suggest what they liked and what they might need more of.	1
Assemblies and careers workshops	Students will have the opportunity to listen to guest speakers from different career backgrounds.	This broadens students contact with a range of employers.	3, 6
Independent Careers Advice	All year 9 students are provided with a 1:1 impartial careers advice session.	The sessions provide increased aspirations and opportunity to discuss options.	1, 2, 3, 8
Ada Lovelace Day	STEM for girls, the day involves students engaging in the engineering, medical and space sector through a series of lectures and talks.	The day promotes interesting curiosity into STEM subjects for girls which until recently has been underrepresented.	3, 5, 6
Careers Advisor	Employing an independent careers advisor for the Trust. Students to have a at least 1 meeting in year 9.	It is pivotal for students to start thinking about jobs that would suit their skills and interests. Helps students to choose their GCSE options and future subjects.	2, 8



Proposed Careers Programme – KS3

Whole School Strategies

Activity	Details	Impact	Gatsby Benchmark
Displays	Careers based displays are presented in different areas of the academy promoting subject specific options. Can link to L4L themes.	Encourages students to begin to think about their future and careers, this also increases an awareness of career priorities to staff and students.	2, 4
National Careers Week	This week is celebrated in the academy by: Highlighting careers to students through subject departments and guest speakers for aspiring careers.	This week celebrates the opportunities for young people aspiring to different careers. It provides an opportunity for external partners to engage with school.	1, 2, 4, 5, 7
Student Council	The academy holds regular sessions with the student council. Students are surveyed via Microsoft Forms to establish career pathways, trends, and changes.	This information helps to plan the strategic development of the careers department including analysing students' needs and wants to ensure they gain the best experiences available to them.	1, 3
Parental Engagement	Engagement takes place via a career's newsletter, meetings, surveys, school website, and Facebook.	Increased parental awareness of careers support in making decisions about options, future destinations, and opportunities in the academy. The newsletter can incorporate parent surveys.	3, 8
Careers Champions	Subject specific staff have received additional careers training to support the development of careers with departmental areas.	Awareness of good careers practice has grown among the staff body and students are able to discuss subject specific careers with individual members of staff.	2, 4, 8
Focus Days	Every year group with experience the opportunity to develop careers and enterprise skills working in collaboration with external speakers and partners.	Students are afforded the opportunity to work closely with business, partners, and external agencies to develop skills and learn about the wider aspect of careers.	1, 4, 5, 8
Careers Policy and Baker Clause Statement	Outlines what WBCA's Careers policy is and the Baker Clause stipulates that schools must allow colleges and training providers access to every student in years 8- 13 to discuss non-academic routes that are available to them	It outlines clearly what WBCA offers. It allows students to be supported as they will have all the options explained to them, and will be able to choose a path that plays to their strengths – whether that's college training or a higher apprenticeship.	1
Careers Advisor	Guidance interviews with a Careers Adviser. Employing an independent careers advisor for the Trust. Mock interviews.	It is pivotal for students to start thinking about jobs that would suit their skills and interests. It helps students to choose their GCSE options and future subjects. Mock interviews will be good practise for what real interviews will be like and will help with confidence.	2, 8



Proposed Careers Programme – KS3

Careers Passport	Records of the individual advice given to each pupil, and subsequent agreed decisions. Different guidance given in each year group. Links with Compass and Sims. This data will be kept for 3 years after the student has left.	Acts as a tracker for students throughout school and will monitor each student.	1, 3, 8
Compass	Means of self-assessment.	This is used for monitoring our provision and identifying areas for development.	1, 3, 8
Trips	Trips – Welcome collection. University and college visits	<p>The Welcome collection is a free museum and library that aims to challenge how we all think and feel about health. Through exhibitions, collections, live programming, digital, broadcast and publishing, it creates opportunities for people to think deeply about the connections between science, medicine, life and art.</p> <p>College and university trips expand students' horizons, show them what options are available.</p>	4, 7
Careers Fair	Different employers come in to showcase a range of career pathways.	Allow teachers to bring leaders from fast-growing local businesses into schools. Shows students opportunities and options across a range of fields.	4, 5
Employer visits	Visitors such as architects, scientists and Medical mavericks.	Shows students opportunities and options across a range of fields from first-hand experience.	4, 5
Work experience	Y10 go on work experience.	Give pupils the opportunity to undertake first-hand experience of the world of work.	6