

## **Brentside High School Careers Programme 2018-19**

*'Brentside High School challenges all to achieve excellence as lifelong learners with the highest expectations of themselves and others. No exceptions, no excuses.'*

This vision underpins all our practices at Brentside High School: inspiring students to aim high and empowering them with the knowledge, attitudes and skills to make informed decisions about their next steps and meet their long- term life goals. Brentside High School seeks to ensure all students take their places as suitably qualified and responsible citizens within society by engaging with a planned programme of activities, Careers Education, Information, Advice and Guidance (CEIAG).

Students are entitled to high quality, personalised, independent and impartial CEIAG which is integrated into the curriculum and based on a partnership with students and their parents/carers. The programme delivers explicit learning outcomes, raises aspirations, challenges stereotyping and promotes equality and diversity.

**Careers Leader Details:** Ms Rosenblatt

Tel: 020 8575 9162

Email: [info@brentsidehigh.ealing.sch.uk](mailto:info@brentsidehigh.ealing.sch.uk).

### **Partnerships with employers/further education/higher education provider**

We are always looking to further develop our CEIAG programme and engage with more employers, providers and parents/carers. Here are some ways in which you could get involved:

- Address a year group of students in assembly (08:45-09:05)
- Run a workshop about your job/industry/pathway to employment
- Talk to students studying a subject that links to your career
- Conduct mock interviews (March 2020)
- Offer work placements for Year 12 students (June 2020)
- Offer work shadowing for Year 12 students
- Take students on a tour of your workplace.

To offer your support, or for further details of how you could get involved, contact our Careers Leader, Ms Rosenblatt.

## **Link Governor**

Our dedicated link governor works closely with the Careers Leader (CL) to ensure the school to monitor and review our careers programme. Previous work also included supporting the school to achieve the Quality in Careers standard.

## **Gatsby Benchmarks**

Our school's careers programme is compliant with the new careers strategy and statutory guidance for schools and colleges that places an increased focus on using the Gatsby Benchmarks as a framework for best practice around which we can build our own careers provision.

### ***The eight Gatsby Benchmarks of Good Career Guidance***

- 1. A stable careers programme*
- 2. Learning from career and labour market information*
- 3. Addressing the needs of each student*
- 4. Linking curriculum learning to careers*
- 5. Encounters with employers and employees*
- 6. Experiences of workplaces*
- 7. Encounters with further and higher education*
- 8. Personal guidance*

For further information links to our Careers Entitlement, CEIAG Policy and Provider Access Policy can be found in the [CEAIG](#) section of our website. We will review this Careers Programme on an annual basis. The Careers Programme Review Date: 19 July 2020.

## Careers Programme

Year Group	Learning Outcomes
Year 7	Explore the importance of work to the individual and society; to research family job history and identify work patterns; explain what employers look for in interview candidates and develop employability skills of team work, presentation and interview skills; recognise own skills and attributes and identify targets for improvement; research 'my dream job', skills and qualities needed and advantages and disadvantages of this role.
Year 8	Analyse how subjects and hobbies can link to the world of work- recognise a range of routes into employment and make informed decisions about options choices; understand how to access a range of careers resources through the use of the Careers Library and Exploria (a teacher-led platform that helps students prepare for life after school); create employability targets; develop financial capabilities; make informed choices for Key Stage 4 options.
Year 9	Review progress into Key Stage 4, assessing attitude to learning and how this links to employability; set clear targets for improvement, mapping progress against longer term future career plans; explore options of colleges; apprenticeships and universities.
Year 10	Develop skills in applying for jobs both through curriculum vitae (CV) writing, written application and mock interview; review how attendance, punctuality, behaviour tracking forms, merits and attitude to learning impacts on references.
Year 11	Explore a variety of routes into further education and employment; create a clear progression plan for Post 16 study.
Year 12	Develop skills in CV writing, written applications for college/universities/apprenticeships/work experience and identify areas for development and strategies to overcome these; research high quality work experience placements; evaluate the impact of work experience on developing knowledge and skills; visit at least two providers (further/higher education/apprenticeships).
Year 13	Develop the skills needed to live and/or work independently; develop clear, informed and feasible plans and back up plans for progression beyond school.

Careers Programme

Year Group	Learning Objectives	Activities	Gatsby Benchmark	When	Who	Employer Encounter
All year groups	Explore different jobs, pathways into employment, how curriculum links to jobs and understand the jobs in biggest demand	Weekly careers slide in the student bulletin	2, 4	Mondays	Connexions	Yes/through videos
		Termly assemblies	2, 4, 5	On assembly days	Careers Leader	Yes
Year 7	To understand the importance of work to the individual and society; to research family job history and identity work patterns; explain what employers look for and develop employability skills in team work, presentation and peer interviews; recognise own skills and attributes and identify targets for improvement; research my dream job, skills and qualities needed and advantages and disadvantages of this role	Citizenship: Careers scheme of work	5, 4	Summer Term 1	Citizenship department	Yes (surveying family members about their jobs)
	Analyse links between personal choices and future lives	Applied Learning Day: <i>Your Life You Choose</i> programme	5	Autumn Term 1	Year 7 Team	Yes
	To be able to name explain 3 different roles within a school	Series of speakers in assembly	5, 2	Once per term	Careers Leader	Yes
		Careers slides in student bulletin during morning registration	2, 4	Morning	Led by form tutors using Careers slide by Connexions	No
	Recognise that people have different careers and aspirations Research skills and qualifications needed for a job, advantages and disadvantages of the role	To complete homework: <i>My Work Family Tree</i> and <i>My Dream Job</i>	2	Spring Term 1, PSHE lessons	Led by form tutors, scheme of work provided by Careers Leader	No

Year Group	Learning Objectives	Activities	Gatsby Benchmark	When	Who	Employer Encounter
Year 8	To know my strengths and weaknesses	Complete Myers Briggs test for students	3, 5	Autumn Term 1	Led by form tutors, scheme of work provided by Careers Leader	Yes (HR specialist)
		<i>Who am I?</i> tutor series	3	Autumn Term 1	Led by form tutors, scheme of work provided by Careers Leader	No
	Make informed choices about GCSE options	Subject Assemblies – each subject to have 1 lesson on their GCSE curriculum and how their subject links to the world of work	4,8	Autumn Term 2	Careers Leader/ Year 8 Leader	No
	Develop employability skills: problem solving/teamwork/resilience	Trip to Hillingdon Outdoor Activity Centre (HOAC) Discussion with staff at HOAC	4,6	Spring Term 1 and Summer Term 2	PE department	Yes
	Develop team employability skills and entrepreneurship and financial capabilities	Applied Learning Day: Enterprise Challenge	4,5	Autumn Term 1	Year 9 Team	Yes
	Develop leadership skills	Visit from Barclays Life Skills	3	Autumn Term 2	Visit organised by Careers Leader	Yes

<b>Year Group</b>	<b>Learning Objectives</b>	<b>Activities</b>	<b>Gatsby Benchmark</b>	<b>When</b>	<b>Who</b>	<b>Employer Encounter</b>
Year 9	To develop team employability skills and entrepreneurship	Applied Learning Day: Enterprise Challenge	4, 5	Autumn Term 1	Year 9 Team	Yes
	Develop understanding of life beyond Brentside	Visit to colleges, universities and work places: Applied Learning Days	6,7	Spring and Summer Term	Careers Leader	Yes
	Explore a range of job sectors	Form time and assemblies	2	Assemblies one/term	Careers Leader	Yes
Year 10	To practise job applications in written and practical form	Mock interview with an employer Assembly with an employer – the importance of references	5	Spring Term 1	Careers Leader	Yes
	Explore options post 16	Visit colleges, universities or apprenticeship providers	6,7	Summer Term 2	Careers Leader/Year Leader	Yes
	Research a range of jobs	Tutor programme	2	Autumn 2	Tutor Team	No
Year 11	Develop action plan for transition beyond Year 11	Connexions 1-2-1 guidance interviews	8	Ongoing	Connexions/ Careers Leader	No
	Develop study skills in memory and recall to enhance outcomes and therefore employability	Tutor programme	3	Autumn Term 1	Tutors/ Senior Leadership Team teaching and learning	No

Year Group	Learning Objectives	Activities	Gatsby Benchmark	When	Who	Employer Encounter
Year 12	To be able to write about my strengths in a CV/application and identify areas for development and strategies to overcome these	CV writing	8	Autumn Term 1	Department of Work and Pensions (DWP)	Yes
	Develop understanding of the world of work	Work experience	5, 6	Summer Term 2	SAFE worker/ Careers Leader/ Citizenship staff	Yes
	Develop understanding of what employers want	Employer assembly after work experience	5	Summer Term 2	Careers Leader	Yes
	Research a range of career options	Citizenship lessons: careers talk profiles	5	Spring Term 1 and Summer Term 1	Citizenship staff	Yes
	Research a range of pathways Post 16	Visit at least 2 providers: Further education/higher education/apprenticeships	7	Throughout	Sixth Form Team	No
Year 13	To develop the skills needed to live and/or work independently	Citizenship lessons on life beyond Brentside	3	Autumn Terms 2	Citizenship staff	No

Additional Targeted Provision						
Cohort	Learning Objective	Activity	Gatsby Benchmark	When	Who	Employer Encounter
Oxbridge Applicants	To prepare students for potential Oxbridge applications	Employer networking breakfast	5, 3	Year 12, Summer Term 1	Year Leader and Careers Leader	Yes
		Employer mentoring	5, 3	Year 13, Autumn 1	Year Leader and Careers Leader	Yes
		Cambridge visit	7, 3	Year 11, Autumn 1	Careers Leader	Yes
Pre-NEET	To support students to make informed decisions about their learning and careers	1-2-1 Personal Guidance session	8, 3	Year 7, Autumn 1 Year 9, Autumn 2 Year 10, Spring 1 Year 11, Spring 2 Year 12, Autumn 1 Year 13, Autumn 2	(DWP) deliver workshops with local provider, organised by Careers Leader	Yes
Interested groups	Support students with apprenticeship applications	Apprentice application workshops	3,7	Year 10, Summer 2 Year 12, Summer 1	Careers Leader/ Amazing Apprenticeships	Yes