



CAREERS PROGRAMME AGAINST GATSBY BENCHMARKS

“A good programme is progressive. It links different activities and creates a pathway” (GB1)

Linked to the Gatsby Careers Guidance Benchmarks (GCGB), the CEIAG programme meets the relevant Careers Development Institute (CDI) framework.

- Red = New provision for 2019/20, Black = building on 2018/19 programme, Bold = key activity

	1	2	3	4	5	6	7	8
	Stable Careers Programme	Learning from LMI	Addressing Needs of Each Pupil	Linking Curriculum Learning	Encounters with Employers	Experiences of Workplaces	Encounters with FE/HE	Personal Guidance
What does this mean?	SLT backed. Careers Lead role. On website. Regular evaluation	By 14 all students used LMI to inform. Parental involvement. Well designed careers room: books, online.	Challenge stereotypes/assumptions and raise aspiration. Overcoming barriers. Good record keeping with student access to records. Checking that support is reaching ALL pupils.	STEM careers promotion. Importance of Eng/Maths. Can be in subjects or discrete. Careers Education Programme	At least 1 meaningful encounter. Work with LEP to align to economic requirements of the region.	At least 1 experience of workplace by 16 with 1 more by 18. P/T work does not count.	At least 1 experience of full range of options by 16.	One-to-one appts available to all students. At least 1 by 16 and another by 18.
Y7	Planned and SLT backed School Careers Programme published on website. Established Careers Lead staff member (Miss R Haywood) Parent feedback sought on events	PSHE Intro to Careers (T3) Intro to LMI and Unifrog. Home work to interview an employer/ee Careers Fair and Careers Talks.	PSHE Intro to Careers (T3) Breakout: Aspirations in Transitions workshop.	PSHE Intro to Careers (T3) Breakout Trade, water, politics & language careers, enterprise, teamwork, self-awareness, aspiration Link subjects to careers (talks and displays).	Breakout employer involvement eg. politics, museum curating, emergency services. Careers Fair and Careers Talks.	Breakout Museum trip. Wells and Shipham Quarry (June) Link to careers Subject Trips Introduction to the school as a workplace	Introductory Y7 Careers assembly (T3) on options inc. apprenticeships, college, FE/HE. Careers Fair and Careers Talks (including speakers from FE colleges and HE).	Adviser involvement in Breakout Transitions Day (T6). One-to-one guidance appointment on request
Y8		Careers Year Assembly T6	PSHE Aspirations (T6) Stereotyping and gender	PSHE Aspirations (T6) Aspirations	Careers Fair and Careers Talks.	Base Backwell trips/activities	Careers Fair and Careers Talks	One-to-one guidance

	<p>such as Careers Fair.</p> <p>Exit questionnaire for all year groups to include careers. Expand Careers Fair parent survey to include feedback on whole programme. Ongoing feedback from governors inc. careers link governor.</p>	<p>PSHE Aspirations (T6) LMI and Research skills via Unifrog</p> <p>Year Group Assembly (T4) involving an employer</p> <p>Careers Fair and Careers Talks.</p>	<p>roles session: Equality and diversity in careers STEM careers engagement (inc. non-STEM subjects)</p>	<p>session (leading on from Breakout session). Explore options on Unifrog.</p> <p>Careers Talks. Engagement of speakers in lessons.</p> <p>Link subjects to careers (talks and displays).</p>	<p>Engagement of Careers Talk speakers in lessons.</p> <p>National Careers Week employer assembly</p> <p>Year Group Assembly (T4) involving an employer</p>	<p>(BBC for storytelling, Weston College for hair/beauty, MoJo Active, Wild Place, We the Curious</p>	<p>(including speakers from FE colleges and HE). Bristol University Cyber Day</p>	<p>appointment on request</p>
Y9		<p>Year Group Assembly (T4) involving an employer</p> <p>PSHE Business Sectors (T2); Options and Decision Making</p> <p>Y9 Option talks – links to careers (T3)</p> <p>Research for Tenner Challenge</p>	<p>PSHE Business Sectors (T2); Options and Decision Making stereotyping and gender roles, equality and diversity.</p> <p>SEN/PP Careers Adviser appointments (T6 and as necessary)</p> <p>BBC STEM trip</p>	<p>PSHE Business Sectors (T2); Options and Decision Making Exploring options (Unifrog). Link to options to choices; aspirations.</p> <p>Girls Cyber GET SET day at UWE (T2)</p> <p>Big Bang Science Fair STEM visit (T5).</p> <p>Link subjects to careers (talks and displays).</p> <p>Careers Talks. Engagement of speakers in lessons</p> <p>BBC STEM trip</p>	<p>Careers Fair and Talks.</p> <p>Engagement of Careers Talk speakers in lessons.</p> <p>BBC STEM trip</p> <p>National Careers Week employer assembly</p> <p>Employer involvement in Tenner Challenge masterclass</p>	<p>BBC STEM trip</p> <p>Pop up shop in Tenner Challenge</p>	<p>Careers Fair and Careers Talks (including speakers from FE colleges and HE).</p>	<p>One-to-one guidance appointment on request</p>
Y10		<p>Year Group Assembly (T4) involving an employer</p>	<p>PSHE Applications (T2); Work experience (T5 and T6) assumption awareness as part of review.</p>	<p>PSHE Applications (T2); Work experience (T5 and T6) CVs, what employers want.</p>	<p>Careers Fair and Talks.</p> <p>Engagement of Careers Talk</p>	<p>Work Experience Week</p> <p>Cadbury World Business trip</p>	<p>Careers Fair and Careers Talks (including speakers from FE colleges and HE).</p>	<p>One-to-one guidance appointment on request and for</p>

	<p>PSHE Applications (T2); Work experience (T5 and T6) Research WEX Ideas. Budgeting.</p> <p>WEX Year Group assembly</p> <p>Writing job applications for mock interview</p>	<p>SEND staff accompany Y10 on college taster day.</p> <p>OPUS organised supported work experience placements</p> <p>Support for vulnerable students in mock interview day</p> <p>Support for vulnerable students in finding WEX</p>	<p>Business trip to Cadbury World. CV/HR/marketing.</p> <p>Careers Talks. Engagement of speakers in lessons</p> <p>Yeo Valley Trip (T5)</p> <p>VIY Trade workshop and project day (T2)</p>	<p>speakers in lessons.</p> <p>Mock interview day involving interview and feedback from employers</p> <p>VIY Trade workshop and project day (T2)</p> <p>National Careers Week employer assembly</p>	<p>Yeo Valley Trip (T5)</p>	<p>Work Experience Week (for those FE based)</p> <p>Weston College Y10/11 House Assembly (T3)</p> <p>College Taster Days for selected students (July)</p>	<p>all priority students</p>
Y11	<p>PSHE Post 16 Options (T1); Career Management (T4)</p> <p>Options and Careers Year Group assembly (T2)</p> <p>Year Group Assembly involving an employer (T4)</p>	<p>PSHE Post 16 Options (T2); Career Management (T4) Stereotyping and employment rights</p> <p>Post 16 Options Assembly (T1). Students' awareness of the motives behind option promotion</p>	<p>PSHE Post 16 Options (T2); Career Management (T4) Options, applications, making plans</p> <p>Sixth Form subject choice options interview (T3). Linking subject choices to careers</p> <p>Careers Talks. Engagement of speakers in lessons</p>	<p>Careers Fair and Talks.</p> <p>Engagement of Careers Talk speakers in lessons.</p> <p>National Careers Week employer assembly</p>	<p>National Citizen Service experience</p>	<p>Careers Fair and Careers Talks (including speakers from FE colleges and HE).</p> <p>Weston College Y10/11 House Assembly (T3)</p> <p>Options and Careers Year Group assembly (T2)</p>	<p>One-to-one careers guidance appointment for all students</p> <p>Adviser at Y11 parents' evening & Sixth Form open evening</p>
Y12	<p>Future Plans Week (T6) LMI plus financial planning.</p> <p>Post-18 parents' eve (T6)</p> <p>Assembly on Jobs of the Future (T3)</p>	<p>Future Plans Week (T6) Decision making session looks at bias and assumptions.</p> <p>Fortnightly PSHE lessons on bias and assumptions</p>	<p>Careers Talks. Engagement of speakers in lessons</p> <p>Trips to subject related conferences and workshops e.g. law, climate change, STEM trip to Hinckley C</p>	<p>Future Plans Week (T6). Employers promoting apprenticeships and school leaver programmes</p> <p>Whole Year Group trip to Higher</p>	<p>Cadbury House Business trip.</p> <p>Trips to workplaces</p> <p>Experience of production arts in student led sixth form production.</p>	<p>Future Plans Week (T6). Colleges/HE promoting apprenticeships and degree programmes</p> <p>Whole Year Group trip to Higher Education &</p>	<p>One-to-one guidance appointment on request and for all priority students</p> <p>Advisor at Post-18 options eve (T6)</p>

		<p>Fortnightly PSHE lessons on job sectors and the changing world of work. Research and Unifrog update</p> <p>Industry/sector specific emails.</p> <p>LSP Conference at UWE</p>		<p>Clubs, eg debating club, MedSoc.</p> <p>Subject related talks and workshops by HE/FE colleges</p>	<p>Education & Apprenticeship Show (T1)</p> <p>Careers Talks. Engagement of speakers in lessons</p> <p>ICAEW Business Day (T6) involving employers</p> <p>Links to alumni in employment</p> <p>LSP Conference at UWE</p> <p>National Careers Week employer assembly</p>		<p>Apprenticeship Show (T1)</p> <p>Whole Year Group Trip to local University including talks on university life and applications (T6)</p> <p>EPQ research trip to UWE (T2)</p> <p>Trip to Oxford University (T6).</p> <p>Subject related talks and workshops by HE/FE colleges</p> <p>Links to alumni at FE/HE</p> <p>LSP Conference at UWE</p>	<p>Advisor at parents eve (T3)</p>
Y13		<p>Updated apprenticeship vacancies</p> <p>Assembly on Jobs of the Future (T3)</p> <p>Fortnightly PSHE lessons Research and Unifrog update</p> <p>Industry specific emails.</p> <p>Transitions Assembly – alumni led</p>	<p>Sixth Form debate (ethical, legal and business case for equality/diversity in the workplace).</p> <p>Transitions Assembly (tackling assumptions and raising aspirations)</p> <p>Tracking destination data and use to identify gaps.</p> <p>Fortnightly PSHE lessons on bias and assumptions</p>	<p>Careers Talks. Engagement of speakers in lessons</p> <p>Clubs, eg debating club, MedSoc.</p> <p>Subject related talks and workshops by HE/FE colleges</p>	<p>Higher Education & Apprenticeship Show (T1) for those undecided</p> <p>Mock interviews for jobs and apprenticeships on request</p> <p>Transitions Assembly including those in employment</p> <p>National Careers Week employer assembly</p>	<p>Media projects</p> <p>Wessex Water panel</p> <p>Wind Turbine trip</p> <p>BioChem exp (UoB)</p> <p>Medical work experience at UHB and Clevedon</p> <p>Experience of production arts in</p>	<p>Links to alumni at FE/HE</p> <p>Ongoing UCAS application support.</p> <p>Mock interviews for all ‘early’ applications and for universities which interview.</p> <p>Higher Education & Apprenticeship Show (T1) for those undecided.</p>	<p>One-to-one careers guidance appointment as required</p> <p>Advisor at parents eve (T4)</p>

						student led sixth form production.	Transitions Assembly including those in HE	
Across all years		<p>Careers Fair</p> <p>Careers Talks</p> <p>Careers Bulletin</p> <p>Careers Library</p> <p>Unifrog Update</p> <p>NATIONAL CAREERS WEEK sector knowledge</p>	<p>Talks/fair: different types of people in job roles.</p> <p>Early entry to Careers Fair for vulnerable learners</p> <p>Unifrog record keeping of all interactions and 1-1.</p> <p>SEN/PP 1-1 guidance.</p>	<p>Book Day – author visit (T5) across all years</p> <p>NATIONAL CAREERS WEEK department visuals, teacher career path posters and tutor time activities</p>	<p>Employer presence at Careers Fair</p> <p>Employer involvement in weekly Careers Talks</p> <p>Employer involvement in weekly Clubs</p> <p>NATIONAL CAREERS WEEK employer involvement</p>	<p>Visits/Subject related trips.</p> <p>Armed Forces engagement.</p>	<p>FE and HE involvement in weekly Careers Talks</p> <p>FE and HE presence at Careers Fair</p>	<p>Careers Guidance appointments on request.</p> <p>Compulsory appointment for all Year 11.</p>