Careers

2024 -2025

Introduction

The Government's Careers Strategy sets out, with the introduction of the Gatsby Benchmarks, a very clear set of expectations for excellent careers provision in schools. At Chew Valley School, with our vision for the development and needs of the whole child, we are focussed on ensuring that students leaving our school will have a clear and suitable pathway for their future learning and development. This will be established by ensuring that over the course of their study at CVS they have received the opportunities to know, understand or develop the skills and knowledge required to be successful. And to ensure that they aspire to the best, most suitable and most interesting roles that they can achieve.

Key Roles in School

Role	Responsibility	Name and Organisation
Careers Administrator	Leading on WEX	Katie Fenlon
Aspire Co-ordinator	Leading on content for Aspire programme	Gareth Jones
Independent Careers Advisor	Providing information, advice and guidance to students and their parents both one-to-one and in groups	Julie Farr (level 7 trained)
Careers Hub Officer	Providing Schools with a local source of expertise and support for their careers provision	Jodie Silmon (West of England Combined Authority)
Enterprise Advisor	A volunteer working with CVS to advise on improving school's CIAG provision	Sam Notley
Governors, Senior Leadership and Multi Academy Trust		
Careers Lead	Senior Leader responsible for the careers, advice and guidance provision in school – Deputy head	Kate Rowlands
Governor	Governor leading on challenge and support for CEIAG	Sarah Cran
MAT Leader for Careers	To create liaison between Heads' group and Careers provision	Gareth Beynon

Key Priorities 2024 25

The school is working towards providing students with outstanding careers education, advice and guidance and therefore will meet the statutory expectations regarding CEIAG set out in the Gatsby Benchmarks.
The focus for development of Chew Valley School's CEIAG provision over the next year will:

- Reviewing and re-working the KS3 Aspire materials
- Rework the package for Aspire+ with particularly focus on more in person events
- Rework the AspireP16 package based on feedback from Year 1
- Consider the tailored programme for SEND students and how this can be adapted to better meet their needs

The Gatsby Benchmarks

These standards provide the school with a clear set of standards towards which were are working

Benchmark 1	A stable careers programme: this requires schools to have an embedded programme of careers education and guidance that is known and understood by the different stakeholder groups, and employers.
Benchmark 2	Learning from career and labour market information: Every students , and their parents, should have access to good quality information about future study options and labour market opportunities.
Benchmark 3	Addressing the needs of each student: Different students have different needs at different stages. Opportunities and exposure to careers information and guidance needs to be tailored for these different stages and needs. The concept of access to different information and guidance for students with specific educational needs and those disadvantaged students should be considered when developing programmes or activities.
Benchmark 4	Linking curriculum learning to careers: All teachers should link curriculum learning with careers in an overt and meaningful way.
Benchmark 5	Encounters with employers and employees: Students should have multiple opportunities to learn from employers and employees about work, employment and employability skills. This can be through a range of enrichment activities, including visiting speakers.
Benchmark 6	Experiences of workplaces: Students at different stages of their school careers should have access to work placements, for example, work experience opportunities.
Benchmark 7	Encounters with further and higher education: All students should understand the full range of learning opportunities that are available to them. This includes academic and vocational routes, learning in schools, colleges, universities and workplaces.
Benchmark 8	Personal guidance: students should have access to a high quality, well trained careers advisor who can support students at significant study or career choice moments. These should be expected for all students at strategic moments to meet their individual needs.

Careerpilot

This is a free on-line website that we are using with students in Years 7-9. It contains separate areas for different stages of student development (choices at 14,16 and 18), and for parents. It contains information on higher education, apprenticeships and job information. There is very useful labour market information for the South West built into the site. Students can even develop their CV via this site. It can be accessed at www.careerpilot.org.uk .

Unifrog

This useful site is we have used for many years with our Sixth form, but have just started to use with all students. This website contains information not only about University courses but also apprenticeships and opportunities in this country and abroad. The portal contains huge numbers of resources that build a profile for UCAS, apprenticeship or job applications. The site facilitates simple access points for hundreds of on line courses that are often free to access. CVs, references and personal statements can be held within the site. It can be found at www.unifrog.org

Students use this website in school (and when they have left CVS) to gather their "records of achievement" and log any interactions with FE/HE and employers.

The Aspire Programme Y7-9

This is a bespoke programme developed within Chew Valley School starting in 2019-20. Students are directly taught during 1 period per fortnight. The **purpose** of this curriculum is to provide **opportunities** to broaden student **development**.
Its intention is to bring together elements of the curriculum that develop the knowledge, skills and opportunities that students need to develop in leadership, careers, business and enterprise, and study skills.
The **Aspire** curriculum supports them to become a **confident**, **resilient**, **independent** learners and develop their **strength of character.** It aims to prepare them for future **success** in **education**, **employment** or **training**.

- **Leadership** sessions no only allow students time to practise their leadership and team work skills but also to consider:
  - What are the characteristics and practices of leadership?
  - Leadership values and daily practice.
  - What are the challenges in leadership?
- **Careers** education allows the students:
  - To identify more than one career they may be interested in.
  - To actively identify their current skillset and see what areas are in need of development.
  - To ensure all students are aware of what their next steps are after GCSE's and how to achieve them from year 7.
  - To practise interview skills.
  - To engage in meaningful encounters with employers and colleges/ universities.
  - To use LMI to work out a meaningful career pathway.
  - To understand their rights and responsibilities at work.
  - To consider and plan for a healthy work/life balance.
- **Business and Enterprise section** sets students specific challenges that develop their business skills and allow them to practise these skills, in teams.
- **Financial education** – after student requests, we have added this element into our Aspire programme. We look at savings and how we spend our money.
- **Study skills section** is a part of the course in which students are made aware of their best ways to learn new material in order to commit it to their long term memory. We discuss the idea of scholarship and how to learn at home more effectively. We also suggest some of the most effective ways to recall and give them practise of these methods.
- The programme culminates in a Business day for Y9. This is a whole day of activity in which they write a CV and have a face to face interview with feedback.

Aspire + Year 10 Programme and Work Experience

Whilst we have no fixed curriculum time for the Aspire+ programme in KS4, we do hold several events during the academic year to build on students' understanding of pathways and careers. We offer sessions linked to recruitment both for those looking at FE and HE or apprenticeships and work.
We really value the work experience week we offer students in the summer term. This full week away from school in the world of work brings valuable insights into future career paths. Work experience is launched in early October so that students have sufficient time to plan successful and useful placements. Whilst a large database of opportunities already existing in school, we ask parents to support their children to make contact with potential employers and placements.

Aspire + Year 11 Programme

This is an extensive programme to ensure that students have a clear and well-developed pathway from school to Sixth form, college or an apprenticeship.
Senior staff in the school and the MAT, Tutors and Head of House engage students with early ideas about their transition plans with 1:1 interviews.
All Year 11 have access to these interviews whatever their chosen pathway.
These are followed up with group sessions with our Careers team focussed on gaining information on how to access different career pathways into different sectors.
We use specialist agencies and companies, for example, Ask Apprenticeships and On Site, to support the students who wish to choose an apprenticeships or vocational college placements. We also have sessions based on interviews so that students can build their confidence and understanding of what a successful interview looks like.
Our Careers advisor will also see students 1:1 to ensure they have a good, realistic plan in place.

Sixth Form Programme

The Sixth Form Programme is a well-established pathway through the varied opportunities that students are offered post 18.
We begin Year 12 with an Induction programme and tutor sessions that focus on the skills needed to make the transition from GCSE to A Level, including time management, note taking and referencing skills, and revision strategies. All of Year 12 and interested Year 13 students also visit the apprenticeship show in September each year.
Year 12 have an 'AspireP16' session once each week that is written and run by a dedicated team of staff. The bespoke programme covers leadership, study skills, volunteering, finances, entrepreneurship and careers and is an extension of what happens in these sessions lower down the school.
There are various opportunities throughout the year to work with HE organisations including the University of the West of England, who offer us one to one support for students and also group sessions to maximise all the opportunities offered post 18.
In addition to this a number of students attend lectures on the "Access to Bristol" course, and invite similar applications to other universities.
In the Spring term, Year 12 participate in the UCAS Fair in the South West and begin looking at careers in more depth at this point both in their AspireP16 sessions and also during tutor time.
Futures Week in the summer term is a focal point for careers work when the normal timetable is collapsed and where we visit a university, look at individual options and have a series of workshops led by external companies that cover interview skills and soft skill management. Students work with the Sixth Form team on their individual applications and have guidance on the UCAS process (for both university and apprenticeship applications) and Unifrog, with additional individual support from Ms Farr.
There are also two days set aside during this week for work shadowing – this is all managed on Unifrog.
Attending "Open Days" and having work experience is actively encouraged and supported throughout the 2 years.
In Year 13 the emphasis is on each individual pathway and support is given throughout the year, with specialist help given whenever needed. Guidance on making applications and 1:1 support in a weekly session on future choices is part of the curriculum. Early applications for Oxbridge and medicine are welcomed and students are prepared for the rigour of these routes. Apprenticeships are advertised as they arise and we have good links with many organisations that offer this with a focus on the writing and creating of a CV, looking at building a Skills Portfolio, and Ms Farr also spends a day a month specifically running activities and group sessions for Year 13 students looking for apprenticeships.
Parents are invited to come to school to be part of the decision-making process as it arises, although there are also dedicated evenings: the Information evening (at the start of Year 12) and Higher Education advice (during Futures Week) being two examples where parents can find out more about opportunities.
Ms Farr is also available for those 'Year 14' students who need advice up to the October half term.

Careers Programme and Employers

This policy statement sets out the school's arrangements for managing the access of providers to students at the school for the purpose of giving them information about the provider's education or training offer. This complies with the school's legal obligations under Section 42B of the Education Act 1997.
All students in years 8-13 are entitled:

- To find out about technical education qualifications and apprenticeships opportunities, as part of a careers programme which provides information on the full range of education and training options available at each transition point;
- To hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships – through options events, assemblies and group discussions and taster events;
- To understand how to make applications for the full range of academic and technical courses.

We really want to work with employers and companies to ensure that our students have opportunities to learn about work, employment and the skills valued in the workplace. We really value these engagements as they show out students where a good education can take them. Whilst making it clear that their horizons should be wide and exciting.
We have multiple opportunities for employers to engage with our young people from large corporations to small, local business in the public, private or voluntary sector. These include:

- Work experience placements
- Careers Fairs
- Career lunches and talks
- Site visits and tours
- Workshops and assemblies
- Mentoring schemes

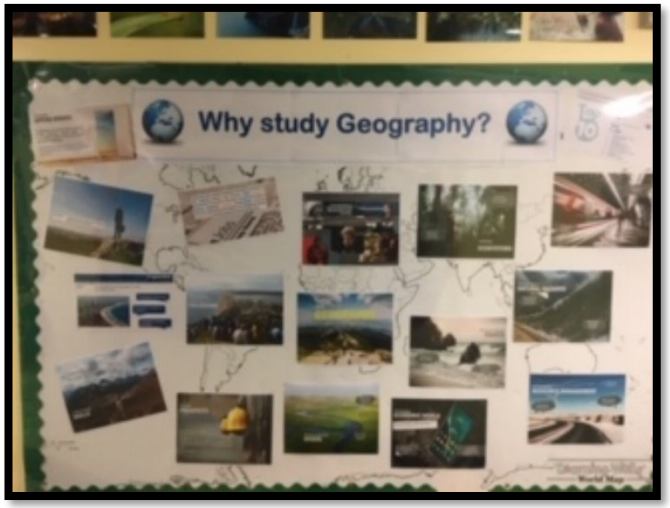
We are always looking to develop relationships with employers and would love to work with you or your organisation. If you would like to give your time to anyone of these opportunities please contact:
Katie Fenlon is our careers administrator kfenlon@chewvalleyschool.co.uk and will be happy to connect you to the programme opportunities, or call Reception on 01275 332272
Details of rooming, and equipment available should be done in advance. Providers are welcome to leave a copy of their prospectus or other relevant course materials in the Careers room or with the Sixth form team.

Careers Programme and Teachers

At CVS all teachers will:

- Link the curriculum with careers
- Create displays that show these links clearly for young people
- Understand what provision is in place for careers, employability and enterprise education
- Know how to embed careers learning into their subject
- Provide students with opportunities to discover and learn about careers and employability
- Engage with the wider business community and with employers within and outside the classroom
- Link schemes of work with the world of work and, as tutors, to discuss experiences, skills development and progression with students

i am a designer


Why study Geography?

Careers Programme and Parents

The careers programme at Chew Valley called "Aspire" is designed to support students and their parents in making good, positive decisions about their future pathways, by providing guidance and advice at key moments. We actively encourage parents to become involved in the careers programme at school by: offering work experience placements or supporting their child to find a placement; attending our Careers Convention; liaising with our careers advisor; offering to give a careers talk via our careers lunch programme; attending parents' evenings and Options events; and supporting our Into University programme.

We also welcome feedback about our Aspire curriculum and any ways in which we can improve our careers provision. Parents should contact Kate Rowlands, Deputy Head, to give individual feedback on krowlands@chewvalleyschool.co.uk.

Careers Programme and Students

Whilst at Chew Valley School, you are provided with a large number of opportunities and activities that support your development. The careers programme, and particularly the Aspire curriculum, intends to help you understand how and why these skills, values and attributes are useful to your personal development and the world of work. We hope that our programme offers experiences, support and guidance to ensure that you make good decisions about your future.

Students in Years 7 to 9 will formally undertake this programme via their fortnightly, hour-long lesson called Aspire, whilst Year 10 will have the opportunity to access a work experience placement that helps deepen their understanding of a working environment. A "Business Day" in Year 9 will provide the first opportunity to write a CV, apply for a job and then have a formal interview.

Many of our vocational course at GCSE (BTECs and Cambridge National courses) also expect you to undertake either additional work experience or an interview to pass their courses successfully.

Year 11 have a very structured programme that starts with informing school of your early intended pathways, individual/ group meetings with our careers advisor to brief them about potential routes for application, and then individual support with 1:1 interviews with a Senior Leader in the school. These interviews happen twice during their final year in school, and parents are encouraged to attend the second meeting. We utilise our connections with the Lloyds banking group to deliver more in depth sessions for students in KS4 on good CVs and the interview process during off timetable sessions.

Our very popular Careers Convention, held in the autumn term, is open to all students and, with over 40 stall holders, shows you what kinds of possibilities there are out in the world. Any student in school can attend, but generally Year 9 upwards find these of most use.

Destinations

Year 11 students – KS4

Validated data from IDSR Student numbers	Sustained education, employment or apprenticeship	Further education	School sixth form	Sixth form college	Other education	Sustained employment	Sustained apprenticeship
2021/22 194	96%	84%				6%	7%
2020/21 168	94%	83%				5%	5%
2019/20 182	96%	90%				1%	5%
2018/19 172	93%	22%	52%	8%	1%	1%	10%
2017/18 187	96%	24%	45%	10%	1%	6%	10%
2016/17	97%	27%	48%	5%	1%	6%	10%
2015/16	96%	28%	52%	9%	0%	4%	5%

Significantly above national average

Significantly below national average

School's internal data	School sixth form	Sixth form college, other education/ college	Apprenticeship
2023/24	37%	57%	5%
2022/23	49%	46%	3%
2021/22	40%	56%	3%
2020/21	51%	45%	4%

Year 13 students – KS5

Validated data from IDSR Student numbers	Sustained education, employment or apprenticeship	Further education	School sixth form	Sixth form college	Other education	Sustained employment	Sustained apprenticeship
2021/22 73	95%	63%				21%	11%
2020/21 82	89%	61%				20%	9%
2019/20 80	91%	61%				21%	9%

Careers Programme Timetable 24/25

	Term 1	Term 2	Term 3	Term 4	Term 5	Term 6	All Year
Year 7	• Aspire Curriculum Leadership skills • Transition activities	• Aspire Curriculum Business and Enterprise Challenge • Careerpilot launch • sessions • Careers Convention • Into University sessions	• Aspire Curriculum Careers • Lloyds bank Skillsbuilder	• Aspire Curriculum Study skills • National Careers Week assembly and Tutor time activities • Into University sessions	• Aspire Curriculum Careers and personal finance	• Aspire Curriculum Employer inputs/ Guest speakers • Aspire Curriculum Evaluation	• Careers Library and Drop in • 1:1 guidance – on request
Year 8	• Aspire Curriculum Leadership skills	• Aspire Curriculum Business and Enterprise • Careers Convention • Green Skills input • Into University sessions	• Aspire Curriculum Careers • Careerpilot use	• Aspire Curriculum Study skills • National Careers Week assembly and Tutor time activities • Into University sessions	• Aspire Curriculum Careers and personal finance	• Aspire Curriculum Employer inputs/ Guest speakers • Aspire Curriculum Evaluation	• Careers Library and Drop in • 1:1 guidance – on request

Year 9	• Aspire Curriculum • Leadership • Unifrog and Careerpilot use • Bright Sparks programme begins	• Aspire Curriculum Business and Enterprise • Careers Convention • Into University sessions	• Aspire Curriculum Careers • Options Assembly and Parents' session (including LMI)	• Aspire Curriculum Study skills and finance • National Careers Week assembly and Tutor time activities	• Aspire Curriculum successful applications • Into University sessions	• Aspire Curriculum Employer inputs/ Guest speakers • Enrichment Week – Business Day (Interviews with Employers)	• Careers Library and Drop in • 1:1 guidance – on request
Year 10	• Work Experience launch and Aspire overview • WEX Wednesdays	• Into University sessions • Lloyds Me@23 session • WEX Wednesdays • Careers Convention	• Careers input in Se lessons •	• National Careers Week assembly and Tutor time activities		• Work Experience • Careers input in Se • FE/HE/ Provider visitors • Lloyds Recruitment Race	• Careers Library and Drop in • 1:1 guidance, on request • 1:1 work experience support, if requested
Year 11	• Early Careers destinations interviews with SLT • Sector group sessions with Careers Advisor	• Cont. Early Careers destinations interviews with SLT • Sector group sessions with Careers Advisor • Entry to Sixth form Assembly for CVS/ Open Evening • Into University sessions • On Site Apprenticeship session	• Mock exam feedback assembly and enhanced careers advisor appt • Early Careers destinations interviews with SLT	• National Careers Week assembly and Tutor time activities			• Careers Library and Drop in • 1:1 guidance interviews with Careers Advisors • Release to attend Open Days/ Interviews

		• Careers Convention					
Year 12 **Year 13**	• AspireP16 – leadership • Ask apprenticeships workshop • Mock interviews for HE • Support for Oxbridge/ Medics/ Vets applications	• AspireP16 – study skills and volunteering • Careers Convention • Mock interviews for early applications • LSP Business Breakfast • Ask apprenticeships workshop • Mock interviews for HE • RAG week • Sixth form debate	• AspireP16 – careers and finance • Careers carousel with employers/ employees	• AspireP16- entrepreneurship • Oxbridge Conference • UCAS Convention • LSP Careers convention - UWE • LSP Business Breakfast	• AspireP16	• LSP Business Breakfast • Aspire P16 and Future Week – visits to University, Employer contact, Interviews with employers; UCAS personal statements and applications/ job applications	• Volunteering • Work experience and shadowing • Weekly Careers Drop in • 1:1 Careers Guidance interviews • CV checks and updating sessions • 1:1 degree course advice and guidance interviews with 6th form team • Bespoke Apprenticeship pathway