

School Vision: Building successful, resilient and confident young men. Our diverse curriculum develops key knowledge skills and values combined with enriching experiences that will enable them to thrive in their chosen career path.

1: Stable Careers Programme	<ul style="list-style-type: none"> • Our Careers Programme is regularly evaluated using Compass+ tracking tool to ensure all of the Gatsby benchmarks are being met. We also use feedback from all stakeholders to review the effectiveness of our provision. • Our Careers Leader is a member of senior leadership and ensures that CEIAG is a prominent area of the wider curriculum and has the support of the SLT/Board of Governors • We have a dedicated area of our school website updated with key information for pupils/teachers/parents/employers. As well as Local Labour Market Information and our relevant careers policy.
2: Learning from careers and LMI	<ul style="list-style-type: none"> • Our dedicated careers advisor utilises links with a range of local employers for visits, talks and experiences. • Our school website has a designated area for local Labour Market Information that provides guidance for both pupils and parents. • We use the Launch Your Career platform to supports our pupils to further investigate the local labour market, including links/videos from local employers.
3: Addressing the needs of each pupil	<ul style="list-style-type: none"> • Our pupils use the Launch Your Careers platform to help them make informed choices about future career pathways. This includes identifying which careers/job sectors are most suited to their personality traits and interest. • We utilise targeted apprenticeships support from National Apprenticeships team with pupils in year 10 and 11. • We organise university visits with pupils across KS3. • All pupils in Y10/11 benefit from one-to-one meetings with our vastly experienced in-school careers advisor. • Some of Y9 pupils (including those on the SEND register) also have one-to-one meetings with our in-school careers advisor • We ensure accurate record keeping by our in-school careers advisor to monitor all meetings and track destinations. We use academic data to analyse our pupil destinations to ensure students are following the appropriate pathways suited to their ability and interests.
4: Linking curriculum learning to careers	<ul style="list-style-type: none"> • Our Careers Programme is embedded within the wider-school curriculum whereby students engage with careers during form time, PSHE and subject curriculum time. As well as through out of school trips/visits. • We organise STEM talks from employers to KS3. • We use Launch Your Career platform to link pupils' personality traits with their subject interests. • Our KS3 Careers Week (taking place in the Summer term) include dedicated subject-specific careers related lessons.

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5: Encounters with employers/employees	<ul style="list-style-type: none"> • We utilise the wide network of our dedicated in-school Careers Advisor to ensure all pupils have encounters with a range of different employers. • All pupils attend our Careers Fair with a range of different employers. • Our Y10 Careers Week provides pupils with the opportunity to meet different employers and experience the workplace. • Our dedicated workshops with different employers provide pupils with information about a range of pathways and support with applications to apprenticeships/courses.
6: Experience of workplaces	<ul style="list-style-type: none"> • Our Y10 Careers Week is focused on providing all students with experience of a range of different employers and training providers. During this week, pupils will have talks and visits from different employers. This will help shape their discussions with our Careers Advisor.
7: Encounters with further and higher education	<ul style="list-style-type: none"> • We organise trips with KS3 students to the University of Birmingham. • We organise talks and visits with colleges, training providers and universities • Our Next Steps Day is designed to ensure our Y11 students are well informed about their future pathways and the necessary academic requirements for each of them.
8: Personal Guidance	<ul style="list-style-type: none"> • All pupils in Y10/11 benefit from one-to-one meetings with our vastly experienced in-school careers advisor. • Some of Y9 pupils (including those on the SEND register) also have one-to-one meetings with our in-school careers advisor

What this looks like in...	
Year 7	Launch Your Careers Form Time/PSHE University Visits STEM talk Careers Fair
Year 8	Launch Your Careers Form Time/PSHE University Visits STEM talk Careers Fair
Year 9	Launch Your Careers Form Time/PSHE Careers Fair University Visits Careers Advisor Meetings

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Year 10	Launch Your Careers Form Time/PSHE Careers Fair Apprenticeships Team Careers Week (experience of workplaces) College Talks Careers Advisor Meetings
Year 11	Careers Fair Apprenticeships Team Careers Advisor Meetings BMW Workshop Make UK Apprenticeship Trip Redditch United Programme Next Steps Day

School Development Plan

D. Expand further effective CEG provision adhering to the Gatsby benchmarks.	1. Embed a high-quality, aspirational careers programme that prepares all pupils from Years 7 to 11 effectively for their future career path.	TWA	1. All students will have exposure to a range of different employers, training providers and further education providers. 2. Students have the careers knowledge and skills required to reach their full potential when they leave. 3. Students' destinations will be in line with their career aspirations and prior attainment. 4. Compass tool demonstrates all of the Gatsby benchmarks being met.	<ul style="list-style-type: none"> Gatsby Benchmarks (100%) Careers Development Plan review Evaluation of events by staff/students Student destination data in line with aspirations/attainment.
	2. Ensure the careers programme incorporates local market information and meets the aspirational needs of our students.	TWA		
	3. Further develop robust tracking systems to keep accurate records of students' career aspirations, experiences and destinations.	TWA		
	4. Audit careers provision with the support of external agencies	TWA		

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