

Holy Family Catholic High School

Careers Programme

2023-24



Strategic Aim of the Careers Programme

Every young person at Holy Family will receive high-quality career guidance to make informed decisions about their future.

Meeting the Gatsby Benchmarks

Benchmark 1: A stable careers programme

We have a structured careers programme that is recorded and published on the school website. The programme has the explicit backing and support of SLT and is approved by our governors. Feedback is welcomed from all key stakeholders: pupils, staff, parents, governors, employers and higher and further education providers.

Benchmark 2: Learning from career and labour market information

Pupils have access to appropriate information about career paths and labour markets. This should come in multiple formats, for example, online, printed text, assemblies, 1-2-1 discussions with staff and careers adviser, and presentations with employers and post-16 providers.

Parents are encouraged to access appropriate information to best support their child.

Benchmark 3: Addressing the needs of each pupil

We use destination data to plan for the future. The careers programme is evaluated to determine the suitability of the programme based on the cohort of pupils.

Pupils have a record, they can access, of advice they have been given and careers plans they have made.

Stereotypical thinking about careers is challenged and the pupils have high aspirations for their future.

Benchmark 4: Linking the curriculum to careers

All subjects regularly link the material and skills taught in lessons to possible future careers.

Subject teachers make the most of local businesses and post-16 education providers to supplement their teaching. Departments give pupils the opportunity to interact with employers/employees in careers linking to the subject area.

There is a particular focus on STEM subjects to take as many opportunities as possible to link careers into lessons.

Benchmark 5: Encounters with employers and employees

In every year group pupils have at least one interaction with an employer/employee and have the opportunity to learn about what work is like or what it takes to be successful in the workplace. Local providers and our Enterprise Adviser is actively involved with the school.

Benchmark 6: Experiences of workplaces

By the end of Year 11 all pupils have visited at least one workplace, either through school visits or work experience. The experience should be appropriate to the pupil's needs.

Benchmark 7: Encounters with further and higher education

All pupils interact with a wide range of sixth forms, colleges, universities and apprenticeship providers. This should include the opportunity to meet both staff and pupils at the education providers. Pupils are given information regarding a range of post-16 pathways covering A-Level, T-Level, Vocational and Technical qualifications, and Apprenticeships.

Benchmark 8: Personal Guidance

All pupils receive quality careers guidance which is independent and impartial. All pupils receive at least one 1-2-1 consultation with a trained careers adviser. The guidance provided is recorded and available to pupils.

Operational Elements

STEM activities

STEM (Science, Technology, Engineering and Maths) subjects have a particularly focus to link careers to the curriculum being taught. Interactions with employers and post-16 providers are taken whenever possible either in school or at the workplace.

Examples of activities include:

- Visits to STEM employers eg Drax Power Station and Lambert Engineering
- Visits to STEM departments at university eg Chemistry at Work
- Networking with employers eg Careers speed networking
- Participate in seminars with leading researchers eg Science Live

Drop-down activities

Alongside the careers education provided in curriculum lessons and dedicated PSHCE lessons we have activities that involve large numbers of pupils, usually the whole year group, that provide additional careers guidance or interactions with employers, employees and post-16 education providers.

Examples of activities include:

Year 7 – Entrepreneur challenge

Year 8 – Workshops with local Further and Higher Education providers

Year 9 – Speed Networking with employers

Year 10 – Visits to Further and Higher Education providers

Year 11 – Interview workshop with our Enterprise Adviser

SEND

To help meet the needs of our SEND pupils we provide differentiated PSHCE lessons and have additional interactions with employers, employees and providers of post-16 education. For example, SEND pupils in Year 11 have an additional visits to local colleges to meet with staff in their SEND department to make their transition to the college as smooth as possible.

PSCE lessons

PSCE lessons form an important part of our careers programme. They give an opportunity for pupils to focus on a particular aspect of their employability skills or develop a greater understanding of the possible pathways they can take as they progress through their education. Below is an overview of the careers lessons delivered in Personal Development, giving details of the objectives of each session.

Review and Evaluation

The careers programme is reviewed regularly and this is overseen by the Careers Leader. Feedback is taken from all key stakeholders; staff, pupils, parents, governors, employers/employees and post-16 education providers.

The careers leader uses the feedback to work with Subject Leads of Personal Development, Science, Maths and English, and Year Leaders to improve the programme for the following year. The programme has the explicit backing of SLT and governors.

Career Lessons in PSCE Overview

Year	Lesson Title	Lesson Objectives	Gatsby Benchmarks
7	Exploring personal strengths for employment	Pupils to recognise key elements of their personality. Understand that good career choices take these elements into consideration and build on them.	3,4
7	What does success mean to you?	To understand the meaning of key terminology related to careers, including the recruitment process. To reflect upon personal motivators in a career.	2
7	Enrichment Week – Exploring careers	Pupils to self-reflect on the year and to link their skills and interests to potential career paths	1,8
8	Labour Market Information	To understand what is meant by LMI. To use LMI data to see what areas are in demand and to use trends in LMI to help plan for the future.	2
8	Careers qualities & skills	Identify a number of key personal skills. Understand how to demonstrate these skills in their everyday lives. Evaluate how these skills can be built upon and adapt them for a workplace.	3,4
8	Qualifications & Pathways	Understand the different options at post14, post 16 and post 18, including academic, vocational and technical pathways.	3,4
8	Financial Education	Understand the concept of money and the advantages and disadvantages of using money	3,4
8	Employability Skills	Know about and practise using enterprise skills.	3,4
8	Self-esteem and the media	Challenge stereotypical views. Explore ways to boost self-esteem	3
9	From failure comes success	To be able to recognise the skills of resilience and problem solving and plan ways to develop these skills.	3
9	SOPs	Understand the classifications of SOPs	2,3
9	Review Speed Networking with employers	To use the information collected from employers to update careers plan	2,3,5
10	Post 16 & Post 18 education	Gain an insight into Further & Higher Education. Tackle common misconceptions about Higher Education including entry requirements and student finance.	3,7,8
10	T-Levels and Apprenticeships	Students are able to consider different perspectives when choosing T-Levels and apprenticeships. Students have a greater understanding of T-Levels, apprenticeships and career opportunities.	2,3,5,7,8
10	Internet and email skills	Recognising how emails can be interpreted in different ways. Understanding how to use email and the internet in the workplace. Understanding mobile devices at work and 'device etiquette'	3,4

10	Employment Rights	Students understand employment rights and entitlements for young people	2,6
10	Consumer rights	Understand ethical business practice. Know the rights a consumer has.	4,5
10	Pay checks	Explore common features of a paycheck including tax, NI & pension contributions.	3,4,5
11	Finding the right post-16 course for you	Use college websites to search for and compare post-16 courses	7,8
11	My online reputation	Understand the importance of a positive online reputation and how social media can affect job prospects. Understand how the web can be used to promote oneself to employers. Understand the importance of online privacy.	3,4
11	Interview workshop	Develop interview skills	5,8
11	Post 16 provider presentations	Learn about the opportunities on offer at local Post-16 providers	7,8
11	ASK presentations	Learn about the apprenticeship opportunities available at post-16	7,8
11	Post 18 provider presentation	Learn about the opportunities on offer at local Post-18 providers	7,8