



HEATHSIDE SCHOOL
HAMPSTEAD

CAREERS POLICY

2022-23

Introduction

Heathside School recognises the importance of preparing pupils for their future careers. We recognise that all young people need a planned programme of activities to aid their decision making and help them plan for the future. We also recognise the statutory right of all students to receive careers education and guidance.

The school offers a planned programme of careers education, information and guidance for all students. The college will seek to ensure that this guidance is appropriate to the age, stage ability and educational needs of each individual. This guidance is provided through careers events and activities, as well as forming part of the college's PSHE programme.

The careers policy has been written to ensure the Gatsby Benchmarks are covered. These have a key role in:

- raising young people's aspirations and promoting access to all career pathways;
- enabling all young people to develop the skills and outlook they need to achieve career wellbeing, including adaptability and resilience;
- underpinning the Department for Education guidance to schools on meeting their statutory responsibility for careers guidance.

The Gatsby Benchmark framework sits at the heart of the government's Careers Strategy.

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|--|--|---|---|
| <p>Gatsby Benchmark</p> <p>1</p> <p>A stable careers programme</p> | <p>Gatsby Benchmark</p> <p>2</p> <p>Learning from labour market information</p> | <p>Gatsby Benchmark</p> <p>3</p> <p>Addressing the needs of every pupil</p> | <p>Gatsby Benchmark</p> <p>4</p> <p>Linking curriculum learning to careers</p> |
| <p>Gatsby Benchmark</p> <p>5</p> <p>Encounters with employers and employees</p> | <p>Gatsby Benchmark</p> <p>6</p> <p>Experiences of workplaces</p> | <p>Gatsby Benchmark</p> <p>7</p> <p>Encounters with further and higher education</p> | <p>Gatsby Benchmark</p> <p>8</p> <p>Personal guidance</p> |

Vision

All students from year 6 to 8 at Heathside will experience a careers programme enabling them to gain the skills required to access further education or employment. Throughout the programme, students will gain key employability skills, such as:

Self-motivation, aspiration, accountability, resilience, cooperation and entrepreneurship.

Aims of Careers guidance

- allow students to plan for the future, both short-term and long-term
- ensure that students are knowledgeable about career options
- help students develop course and careers awareness
- enable students to manage personal career development
- tailor support to the specific skills and abilities of each student, supporting inclusion and promoting equality of opportunity, and encouraging pupils to be ambitious but not unrealistic in their aims

- develop students' enterprise and employability skills
- enable students to experience the world of work and to develop transferable skills
- enable students to manage transition

All students are entitled to careers education and guidance that is both impartial and confidential. Guidance is given by knowledgeable professionals who respect the needs of each student, and the programme is integrated into the rest of the curriculum.

Implementation of careers education and guidance:

All teaching staff make a contribution to careers education and guidance through their roles as subject teachers.

The PSHE programme contains units that directly relate to the National Curriculum Strand and Economic Wellbeing and Financial Capability.

Year 6:

- Identification of personal strengths, skills, achievements and interests and how a positive attitude to learning can aid in future success
- Introduction to the wide range of jobs / careers that people have
- Understanding that people often have more than one career over their lifetime and identifying factors that influence people's decisions about a job / career
- Equal opportunities in terms of careers
- The world of work; identifying types of careers / jobs that students might be interested in
- Recognising a variety of routes into careers - college, apprenticeships, university etc.
- Identifying goals for the future with specific reference to careers.

Year 7:

- Enterprise skills and introduction to careers
- Challenging career stereotypes and raising aspirations
- Making ethical financial decisions
- Saving, spending and budgeting our money

Year 8:

- Evaluating value for money in services
- Risks and consequences when making financial decisions

Whole School Careers Activities

| Activity | Details | Impact | Gatsby Benchmark |
|------------------------------------|---|--|------------------|
| Careers & Enterprise Drop Down Day | Spring 1 term – visitors from a range of careers run workshops with students | Students gain insight into a range of possible careers and participate in workshops to understand how to get into each career | 2, 3, 5 |
| World Skills UK lessons | Lessons take place in PSHE and form time sessions over the Spring Term https://www.worldskillsuk.org/media/3750/toolkit-with-powerpoint.pdf | Students gain skills required for the workplace as well as gaining specific information on a range of careers | 2, 3, |
| Displays | Classroom and corridor displays to educate students on a range of career options in different subjects | Students will be able to choose GCSE options based on their understanding of careers related to each subject | 4, 5, 7 |
| Careers section of the library | A range of prospectuses and other careers related material is provided in the library for students to gain further understanding | Students can research independently careers / education offerings of interest to them | 2, 3, 7 |
| Assemblies | Assemblies throughout the spring and summer term, to coincide with PSHE careers sessions | Students will have a range of assemblies both from school staff and external providers to understand in more detail the career paths that are available and how to gain skills relevant to these pathways. | 2, 5 |
| University Visits | Students will visit universities | Students will have an understanding of life at university, as well as looking at the different degree offerings that are available | 7 |

Year Based Activities

| Year | Activity | Impact | Gatsby Benchmark |
|------|---------------------------------|--|------------------|
| 6 | PSHE scheme | Students start to think about their interests and possible career routes | 1, 2, 4 |
| 7 | PSHE scheme | Students continue to develop social skills, learning about social cues and interactions, learning through play, meeting new people, answering questions, managing adulthood conversations, and basic career conversations. | 1, 2, 4 |
| 8 | Careers and Finance PSHE scheme | Students will continue to learn about careers skills – teamwork and communication as well as entrepreneurship | 1, 2, 4 |