



## **Kingswood House School**

### **Careers Policy**

**Created by: A. Black**

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#### **General Statement**

The Kingswood House Careers curriculum is a growing whole school initiative implemented in September 2020. The purpose of the Careers Curriculum is to adhere to 'Careers guidance and access for education and training providers' (2018) policy alongside the Gatsby Benchmarks.

Our aim is to provide a bespoke careers programme that is tailored to each individual; this empowers our pupils to make meaningful decisions and to take control of their future from an early age. Throughout the school, a progressive careers-based curriculum is coming into place to raise aspirations and inspire the pupils. It is important that they are given regular opportunities to explore the many options available to them and understand the pathway that lies ahead in order to achieve their goals. Kingswood House staff work with learners to identify those at NEET and offer both internal and externally sourced careers guidance.

#### **Gatsby Benchmarks**

The eight Gatsby benchmarks of Good Career Guidance are:

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

## **Careers Programme**

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### **Careers Curriculum – A progressive structure**

#### **Whole school**

Within our house, whole school and form time assemblies there is an emphasis on working towards future goals as well as the necessary life skills required to realise those ambitions. Pupils will be exposed to careers with selected school trips and workshops (2022 COVID pending). The school website has been adapted to include a labour market 'careerometer' and 'skillsometer' widgets for use of parents and pupils.

#### **Year 7**

In Year 7, the boys will gain access to the Morrisby-approved 'Fast Tomato' software through form-based career lessons during the second half of the Summer term. These facets prepare them for the important decisions involving their GCSE options in Year 8 and allow them to explore the different subject combinations for their future at sixth form and beyond.

The use of the Fast Tomato software, one to one form teacher advice and the immersive delivery of our careers curriculum continues in earnest throughout Years 8, 9, 10 and 11 with the following additions to ensure a progressive structure:

#### **Year 8**

- Senior Information Evening
- Bespoke advice about GCSE options from subject teachers
- Choosing GCSE options meetings
- The preparation and delivery of careers-based presentations during the Autumn/Spring term

#### **Year 9**

- Senior Information Evening
- STRIDE Business & Enterprise module
- Sixth Form open evening
- Five week Emotional Intelligence course presented by Roz McLeod which focuses on being self-aware, having emotional and social intelligence, resilience, life after Kingswood House, understanding our own strengths and interests, thinking about real confidence and where it comes from, the working world, becoming employable and presentation skills
- Careers Fairs –2022 (COVID pending)
- University Visits –2022 (COVID pending)

## **Year 10**

- Sixth Form information evening
- Mock interview practice as and where needed
- Careers meetings for parents
- Careers Fairs - 2022 (COVID pending)
- University Visits - 2022 (COVID pending)
- Careers Meetings for pupils

## **Year 11**

- Further Education Meeting with Headmaster and Head of Seniors alongside our visiting careers advisor
- Careers Fair - 2022 (COVID pending)
- University Visits - 2022 (COVID pending)
- Interview preparation
- Communication with pupils and parents to help make informed decisions about choice of colleges and courses
- Skills London - 2022 (COVID pending)
- Summer Internship/apprenticeship information (COVID pending)
- A focus on UCAS and personal statements

The overarching aim of our Careers programme at Kingswood House is to equip our pupils with the confidence, endeavour and resilience needed for them to thrive in an ever-changing world. At Kingswood House, we encourage parents to continue the career curriculum at home such as by using the Labour Market tool on the school website to compare different careers. As ever, the effectiveness of a home-school partnership is invaluable in setting each individual on the pathway to fulfil their potential beyond the school gate.

### **Provider access**

Due to the appointment of the careers lead in 2020 and the COVID pandemic, guest speakers and trips linked to provider access will commence when restrictions have eased (2022) for Year 8-11 pupils.

### **Monitoring and evaluation**

Weekly Friday morning meetings take place between A. Black, S. Sukhdeo and D. Murphy to discuss the Careers curriculum and how it is developing as a whole school initiative. This policy will be reviewed by SLT.

**Staff CPD**

The Careers lead is encouraged to attend careers CPD as and when the opportunity arises.

**Parents/Carers**

Parents/Carers are encouraged to take part in numerous career based events such as the options evening, Sixth form information evening, careers meetings (Year 10 and Year 11) and support pupils at home with the use of the online careers software.