



Kingswood House School

Careers Policy

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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 in 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

Throughout the school, a progressive careers-based curriculum is implemented 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. Pupils will have access to accurate, up-to-date careers guidance that is presented in an impartial manner, and that helps to encourage them to fulfil their potential.

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, as well as being given ongoing opportunities to engage with a range of extracurricular clubs and activities in order to nurture and develop their 'special interests'. The GTI programme and half termly subject specific Enrichment programme also operate to offer academic enrichment and extension sessions, helping pupils to identify and nurture passions and deeper interest in a subject.

The school website has been adapted to include a labour market 'careerometer' and 'skillsometer' widgets for use of parents and pupils. Parents are kept informed of events which may be of interest to them in supporting their child's future plans, as well as being invited to be part of individual Careers meetings between the Head of Careers, Head of Seniors and all pupils in Year 10 and 11.

Year 7

In Year 7, the pupils will gain access to Morrisby-approved 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 Morrisby 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
- 'Loudspeaker' workshop - development of public speaking skills

- 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 –2024
- University visits –2024

Year 10

- Sixth Form information evening
- Mock interview practice as and where needed
- 'Loudspeaker' workshop - development of public speaking skills
- Careers meetings for parents
- Careers Fairs - 2024
- University visits - 2024
- Careers meetings for pupils

Year 11

- Further Education Meeting with Headmaster and Head of Seniors alongside our visiting careers advisor
- Careers Fair - 2024
- University visits - 2024
- Interview preparation
- Distribution of information from further education provision regarding Open Days and Events
- Communication with pupils and parents to help make informed decisions about choice of colleges and courses
- Skills London - 2023
- Summer Internship/apprenticeship information
- 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.

Monitoring and evaluation

Regular meetings take place between R. Pengelly and S. Sukhdeo 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 to support pupils at home with the use of the online careers software.