

Bower Grove Careers Programme

The provision of careers guidance and support at Bower Grove School seeks to deliver on the 2018 Department for Education Careers Strategy. We want:

- all pupils to understand the full range of opportunities available to them, to learn from employers about work and the skills that are valued in the workplace and to have first-hand experience of the workplace;
- all pupils to get a valuable programme of advice and guidance that is delivered by individuals with the right skills and experience;
- all pupils to get support tailored to their circumstances including access to face-to-face advice.
- all pupils to get the information they need to understand the job and career opportunities available, and how their knowledge and skills can help them in considering suitable careers.

The government has introduced the following mandatory guidance for schools known as the Gatsby benchmarks:

The eight Gatsby benchmarks of Good Career Guidance are as follows

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

Our provision:

Key Stage 3

Careers education begins in Year 7 as part of the schools PSHE curriculum. Support continues to develop further in Year 9, where pupils spend a term developing their understanding of different career pathways and identifying future aspirations.

A Careers Evening is held in Term 3 for pupils, parents and carers to meet with local colleges, employers and training providers. Pupils also have the opportunity to attend the Challenger Troop initiative run by the armed forces.

In line with the *Gatsby Benchmarks*, which set out best practice for schools, we are looking to develop more workplace encounters for pupils across KS3, particularly in STEM subjects.

Key Stage 4

Understanding of the world or work is further developed throughout Year 10 and 11 in weekly careers lessons (which can be viewed in more detail on the school's curriculum map)

Support will be provided for Year 10 pupils to have the opportunity to access independent advice and guidance by a suitably trained Careers Advisor.

Pupils will also have the opportunity to complete an external work experience placement both in Year 10 and 11. Alternative arrangements will be made for pupils in school that are unable to access external placements.

Throughout Year 11 pupils will access 2 local colleges for taster courses in a range of vocational skills.



We are developing links with inspirational volunteers from the world of work via the Inspiring the Futures initiative which will enable pupils to have encounters with workers from a wide range of jobs and careers.

Careers resources are available for all pupils to access in the Careers room and from the Job Explorers Database from all computers within the school.

Assessment

Classroom teaching and assessment is provided through a portfolio of evidence collected throughout Key Stage 4 and recorded on Pupil Asset. A pupil record of access to the Job Explorers Database is also being stored.

Work Experience targets are set by the school and evaluated by employers, the work experience team and the pupils themselves. A pupil progress file which includes reports from Work Experience a CV, personal statement and any employer references are presented to pupils at the end of Year 11.

Bower Grove school assesses the impact of the careers programme through the Year 11 post 16 destinations data and the external qualifications gained through the college link programmes.

Further information about Bower Groves Careers Programme can be accessed via the Careers and Work Experience Policy and the school Curriculum Map or by contacting the Subject Leader for Careers Miss Laura Hunt lhunt@bower-grove.kent.sch.uk

Review Date: February 2020