

Bower Grove Careers Programme

The careers programme at Bower Grove School is developed from the principals of the Department for Education Careers Strategy (2018). From this the school aims for 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
- receive a valuable programme of advice and guidance that is delivered by individuals with the right skills and experience
- have support tailored to their personal circumstances, including access to face-to-face advice
- access 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

Our Careers Programme is supported using the Gatsby Benchmarks of Good Career Guidance, which are as follows

1. A stable programme for careers education
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

In line with the Gatsby Benchmarks, which set out best practice for schools, our school is looking to develop more workplace encounters for pupils across Key Stage 3, particularly in Science, Technology, Engineering and Mathematics (STEM) subjects.

How to access information about the Careers Programme.

The Careers Leader at Bower Grove School is Ms Laura Hunt. She can be contacted by email lhunt@bower-grove.kent.sch.uk or at the school by telephone 01622 726773

Further information about our Careers Programme can be accessed via the Careers and Work Experience Policy (***About Us / Statutory Information***) and the school's Secondary Curriculum Content document (***Teaching and Learning / Academic Content***).

Careers resources are available for all pupils to access in the Careers classroom and also online from the Job Explorers Database (JED) from all computers within the

school. JED is also available on the school's website (***Teaching and Learning / Courses and Careers at Key Stage 4***) so that parents/carers and pupils can access accurate and current labour market information from home.

A Careers Evening is held in Term 1 for pupils, parents and carers to meet with local colleges, employers and training providers.

The summary of the careers programme

Key Stage 3

Careers education begins in Year 7 as part of the PD curriculum. During Year 9, pupils spend a term developing their understanding of the different career pathways available and identifying their future aspirations.

Pupils also have the opportunity to attend the Challenger Troop initiative run by the armed forces.

Key Stage 4

Understanding of the world of work is further developed for pupils throughout Year 10 and 11 in weekly PD lessons that have a careers focus. This can be viewed in more detail on the school's Secondary Curriculum Content document (***Teaching and Learning / Academic Content***).

Work experience placements for pupils are offered in Year 10 and 11. Alternative arrangements are made for pupils in school that are unable to access external placements.

During Year 11 pupils will have the opportunity to access a local college setting with their peers. A range of short courses for post-16 vocational skills are provided, including carpentry, motor mechanics, hospitality and media skills.

Year 11 pupils to have the opportunity to access independent advice and guidance by a suitably trained Careers Advisor. The Inspiring the Futures initiative enables pupils to have encounters with inspirational volunteers and workers from a wide range of jobs and careers.

Measuring and assessing the impact of the Careers Programme

During Key Stage 3, pupil's progress is assessed using work from the class books, as well as their responses to questioning and contributions to group discussions. This is recorded on Pupil Asset.

A portfolio of evidence, including classroom teaching and assessment, is collected by each pupil during Key Stage 4. Individual progress is also recorded on Pupil Asset.

To be reviewed by Bower Grove School February 2021

The Job Explorers Database stores a pupil's record of access.

Individual pupil Work Experience targets are set by the school. After the placements these targets are evaluated by the employers, the work experience team and the pupils. A pupil progress file includes reports from the Work Experience placements, a pupil's Curriculum Vitae, a personal statement and any employer references. These are presented to pupils at the end of Year 11.

Further assessment of the impact of the Careers Programme is provided by the post16 destinations data and the external qualifications gained by pupils after they have left the school. This is available from the college link programmes.