

**Dormston School – Careers Programme 2019 - 2020**

**Whole School**

<b>Activity</b>	<b>Details</b>	<b>Impact</b>	<b>Gatsby Benchmark(s) Covered *See below</b>
<b>Displays</b>	Career based displays are placed around school, with subject specific career related displays in key areas.	Increased awareness and profile of careers at Dormston School.	2, 4
<b>Visiting Speakers</b>	Careers focused visiting speakers throughout the course of the academic year. Some sessions for whole year groups (assembly slots, off timetable lessons) whilst others take place during lunchtimes and open to interested students. 'Future Fridays' employer led breakfast drop-in sessions.	Students have an improved awareness of the variety of jobs and careers available. They also have gained knowledge of the skills and qualifications required and the realities of the current labour market.	2, 3, 4, 5, 6, 7, 8
<b>National Careers Week (2 – 7 March 2020)</b>	Classroom based activities, workshops, employer engagement and drop-in sessions to celebrate NCW.	Raise awareness and aspirations of all students.	2, 3, 4, 5, 6, 7, 8
<b>Student Voice</b>	Student voice (formal and informal) used to gather views and understanding of careers.	School aware of the strengths and areas for development which can then be used to inform future planning.	2, 3
<b>Parental Engagement</b>	Engagement via meetings, school website, newsletters at key points throughout the academic year.	Increased parental awareness of the variety of careers available within the local area, nationally and within key areas.	2, 5, 7

## Year Based Activities

### Year 7

Activity	Date	Impact	Gatsby Benchmark(s) Covered *see below
<b>Fresher's Fair</b>	Autumn Term 24 September 2019	Promotion of extra-curricular clubs available and the benefits for school life and Post 16 pathways	3, 5, 6, 7
<b>Oxbridge Aspiration Day</b>	Autumn Term 19 November 2019	Dispel myths regarding university education & raise aspiration	2, 4, 5, 7
<b>RAF Cosford Day (Cross –Curricular Day)</b>	Spring Term 9 January 2020	Gain experience of linking curriculum subject with the world of work. STEM related.	2, 4, 5, 6
<b>University Visit &amp; Workshop (Selected Students)</b>	Summer Term 7 May 2020	Provide students with an insight of university life & raise aspiration	2, 3, 7
<b>Manufacturing at Work – Black Country Museum/Thomas Dudley Ltd (selected students)</b>	Date TBC	Gain experience of linking curriculum subject with the world of work. STEM related. Incudes visit to employer.	2, 4, 5, 6

**Year 8**

<b>Activity</b>	<b>Date</b>	<b>Impact</b>	<b>Gatsby Benchmark(s) Covered *see below</b>
<b>PSHE – Changing World of Work</b>	Autumn Term November 2019	Greater understanding of job sectors/future jobs and employment needs, especially relating to transferrable skills.	2, 3, 4
<b>Careers Day 'Challenging Stereotypes'</b>	Autumn Term 26 Nov 2019	Challenge stereotypes in the world of work. Opportunity to meet with employers from numerous job sectors.	2, 3, 4, 5
<b>STEM Workshop Tomorrow's Engineers (selected students)</b>	Summer Term Date 2 June 2020	Increase knowledge of career pathways/job roles in engineering.	4, 5, 7

<b>Activity</b>	<b>Date</b>	<b>Impact</b>	<b>Gatsby Benchmark(s) Covered * see below</b>
<b>Chemistry @ Work Day, Black Country Museum (selected students)</b>	Autumn Term Date TBC	Link Chemistry to the real world of work (targeted in local area)	2, 3, 4, 5
<b>FE Taster Day – Halesowen College</b>	Spring Term 9 January 2020	Raise aspiration. Real life experience of a local FE college to help with post 16 learning pathways including entry requirements	2, 3, 7
<b>PSHE My Career / My Future</b>	Spring Term January 2019	Gain knowledge & skills to raise awareness of personal skills & strengths	2, 3, 4, 5
<b>Year 9 Careers Fair</b>	Spring Term 5 February 2019	Independent careers support & guidance re GCSE option choices. Students have the opportunity to access high quality information relating to ALL post 16 pathways including local FE & HE establishments, training providers, employers, Armed Forces & YETI.	2,3,5,7, 8
<b>GCSE Options Evening</b>	19 March 2020	Students and parents have the opportunity to access high quality information relating to GCSE study at Dormston and future pathways. Students make well informed option choices to maximise achievement	1, 3, 8
<b>Work Experience Launch Evening</b>	Summer Term 23 June 2019	Inform pupils and parents the importance and benefits of WEX	2, 6

<b>Activity</b>	<b>Date</b>	<b>Impact</b>	<b>Gatsby Benchmark(s) Covered *see below</b>
<b>PHSE – Work Experience Preparation</b>	Spring Term February 2019	Prepare students for their work experience placement so that they can gain the most from the placement	5, 6
<b>Work Experience Week</b>	Spring Term 16 -20 March 2020	Increased understanding of skills required in the real world of work	2, 3, 4, 5
<b>Celebrating Women in Maths Workshop (Selected students) (University of Wolverhampton)</b>	Spring Term Date TBC	Raise aspirations and challenge stereotypes. Increase knowledge of maths & relevance to careers	3, 7
<b>Careers Enrichment Week Full details TBC (Including sessions below)</b>	Summer Term 13 – 16 July 2020		
<b>CV Creation &amp; Personal Statement Writing Workshops</b>	Summer Term 13 – 16 July 2020	Improved skills in FE/HE/employment readiness. Improved aspiration and understanding of personal career pathway linked to academic progress	2, 3, 4, 8
<b>Interview Technique Workshop</b>	Summer Term 13 – 16 July 2020	Improved skills in employment readiness – interview technique. Increased understanding of and necessity for, employability skills. Improved aspiration and understanding of personal career pathway linked to academic progress	3, 5, 8
<b>FE/HE/Employer Visits</b>	Summer Term 13 – 16 July 2020	Raise aspiration. Experience of FE/HE establishments. Insight into world of work.	2, 3, 5, 6, 7

## Year 11

Activity	Date	Impact	Gatsby Benchmark(s) Covered *see below
<b>PHSE – Post 16 Guidance Careers Strategy Pack</b>	Autumn Term September 2019	Increase knowledge of post 16 learning pathways and entry requirements. Support with application forms	2, 3, 8
<b>Mentoring - Workpays (selected students)</b>	Autumn Term Onwards	Support for students at risk of becoming NEET	1, 2, 3, 4, 5, 6, 7
<b>Mentoring – One Million Mentors (selected students)</b>	Autumn Term Onwards	Mentoring for students to raise aspiration, increase confidence and support with employability skills.	1, 2, 3, 4, 5
<b>Post 16 Evening</b>	Autumn Term 3 October 2020	Students and parents have the opportunity to access high quality information relating to ALL post 16 pathways including local FE & HE establishments, training providers, employers & YETI.	2, 3, 5, 7, 8
<b>1:1 Interviews with YETI</b>	Autumn Term September 2019 onwards	Improved aspiration and understanding of career options available linked to potential future progression. Where identified students with issues (academic, personal, career pathways) can be referred as appropriate	3, 8
<b>Next Steps Questionnaires (1)</b>	Autumn Term October 2019	To target careers support. Identify any possible NEETs.	3, 8
<b>Applying for A Levels Workshop</b>	Autumn Term 18 October 2019	Raise aspirations & inform students of requirements to apply to top tier sixth form with support/guidance of local sixth form colleges.	3, 7, 8
<b>Visits to Local Training Providers (selected students)</b>	Autumn/Spring Term	To support SEND & vulnerable pupils in accessing Post 16 pathways	3, 7
<b>Next Steps Questionnaires (2)</b>	Spring Term January 2020	To target careers support. Identify any possible NEETs. Information sent to LA.	3, 8
<b>The Real Apprentice WBA Football Ground (Selected students)</b>	Spring Term 7 February 2020	Opportunity to meet with employers and training providers and achieve a greater understanding of job sectors and employments needs / roles. Students get a hands on experience which is crucial as they make Post 16 decisions.	2, 3, 5, 7, 8

<b>Apprenticeship Workshops</b>	Spring Term Date TBC	More detailed information and support for pupils on how to apply for apprenticeships including NAS website.	2, 3, 5, 7, 8
---------------------------------	-------------------------	---	---------------

**Staff CPD**

Activity	Date	Impact	Gatsby Benchmark(s) Covered *see below
Curriculum Leaders Meetings - Careers included as standing item on agenda	As calendared	Raise profile of careers. To keep staff updated on careers legislation & school policies/events	1, 4
Careers Working Party	As calendared	Raise profile of careers. Feedback to curriculum areas the requirements of new legislation. To support curriculum areas to achieve benchmarks and raise pupil aspiration.	1, 2, 4
Working Party CPD (Teaching Staff members of WP)	Various	Support teaching staff with linking the curriculum with the real world of work and to update staff on skills required in the workplace.	1, 2, 4

**\*The eight Gatsby benchmarks of Good Career Guidance**

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