

KS1/KS2

At KS1/2 Careers is delivered through the school's Personal Development programme and the PSHE curriculum. The focus is on raising aspirations and developing confidence to try new things and participate in an increasing range of activities. The world of work is addressed through stories, role play activities and taking on roles and responsibilities in school. As they move through KS2, pupils will be encouraged to recognise and celebrate their strengths and set themselves simple goals.

The programme is based on the areas of the CDI Career Development Programme 2021 – Growing through life, Explore possibilities, Manage career, Create opportunities, Balance work and life, See the big picture - and the Gatsby Benchmarks.

Gatsby Benchmark	Aims/Activities
Benchmark 3: Addressing the needs of every pupil	Raising aspirations – developing the confidence to try something new. Be able to talk about what they like doing at school and at home. Learn how to play and work with others. Begin to talk about dreams and aspirations, strengths, and goals. Jobs/responsibilities in class and school (e.g. helping with snack, taking the dinner register, school council).
Benchmark 4: Linking Curriculum Learning to Careers	Develop awareness of different places to work, e.g. hospital, farm, office. Talk about the different jobs in school. Identify jobs that friends, family and community members do. Take part in enterprise activities, e.g. School fair, My Money Week. Describe what they enjoyed about meeting visitors to school; begin to be able to talk about what they learned from visitors. Take part in charity activities (e.g. MacMillan Coffee Morning, Hello Yellow).

KS3

Building on what they have learned in KS1/2, pupils will be encouraged to take more responsibility for their own learning and to begin to think about possible future pathways. They are introduced to a growing number of unfamiliar situations and environments. Preparing for Adulthood documents prepared for Y9 transition review and initial visits to Post 16 providers take place. From Y7, pupils will be offered at least one meaningful encounter with employers/employees each year. Enterprise skills will be taught through taking part in Charity and other whole school activities.

Gatsby Benchmark	Aims/Activities
Benchmark 3: Addressing the needs of each pupil.	Raising aspirations – increasing their confidence to try something new. Identifying goals and how to work towards these. Identifying strengths and interests. Dreams and aspirations. Take on increasing responsibilities in class and school. Understanding what hobbies are and the importance that they play in their leisure time. Act with growing confidence in unfamiliar situations and environments. Begin to explore transition pathways. Y9 Transition Review – Pfa documents completed.
Benchmark 4: Linking Curriculum Learning to Careers	Financial education – including the links between money and work. Begin to learn more about the world of work – interview school staff about their jobs; begin to explore Talentino resources (job cards). Make regular trips to the community and become more confident using facilities, e.g. shopping, leisure facilities, the Library. Take part in and help to organise charity activities. Take part in enterprise activities, e.g. School Fair, My Money Week.
Benchmark 5: Encounters with Employers and Employees	Encounters with Employers and employees (at least one meaningful encounter a year from Y7)
Benchmark 7: Encounters with FE/ HE.	Where Next evening Y9 College familiarisation links

KS4

In KS4, pupils move onto the Moving On, Moving Up curriculum which focuses on preparation for adulthood skills. Pupils are given opportunities to take on greater responsibility around school. Skills learned throughout the school are transferred to the wider community and related to possible future pathways – work or independent living. All pupils and their families will have access to independent careers information and advice and where appropriate pupils will take part in a work experience placement either in school or the local community. They will also participate in visits and links to a range of Post 16 providers to enable them to make informed choices about their futures. Through accessing the community, pupils and their families will become aware of the range of opportunities (employment and leisure) in the local area and begin to think about how this might affect their future choices. Enterprise skills will be built on and applied in increasingly challenging roles, e.g. organising, and running charity coffee mornings.

Gatsby Benchmark	Aims/Activities
Benchmark 2: Learning from Career and Labour Market Information.	LMI – exploring the local area and identifying types of work available, transition pathways. Where Next Evening Independent Advisor Interview
Benchmark 3: Addressing the needs of each pupil.	Raising aspirations – increasing their independence in trying out an increasing range of new activities. Increased responsibilities in school – eg showing parents around, School Council, etc. Identifying Qualities, Skills, and Interests (QSI) and relating these to careers/life choices. Dreams and Aspirations – identify what is needed to achieve these.
Benchmark 4: Linking Curriculum Learning to Careers	Moving on Moving Up Curriculum: PfA, developing skills for work and independent living, functional skills Maths and English. Asdan accreditation: Lifeskills Challenge, Supporting Aspirations, Transforming Aspirations Be able to write an application for a role in school or in the community and say why they want to apply for the role and why they are suitable. Financial Education – value for money, the link between money and work, saving and spending. D of E Organise and run charity/school events. Enterprise Education Regular trips to the community to use a range of leisure and commercial facilities.

Benchmark 5: Encounters with Employers and Employees	Encounters with Employers and employees (at least one meaningful encounter a year from Y7) (e.g. Fly2Help airport; Reel Education (Angling); Midlands Air Ambulance). Mock Interviews with members of the business world.
Benchmark 6: Experience of Work Places	Work experience (in school and in the community). Preparation for work experience (Talentino/SEN Press resources)
Benchmark 7: Encounters with FE/ HE.	Where Next Evening College/Post 16 visits and link days
Benchmark 8: Personal guidance	Access to Independent Careers Advice and Guidance (from Sept 23).