



Careers Plan

2023-2024



PURPOSE

SKS is fully committed to ensuring that all of our students acquire the skills, knowledge and attitudes to manage their learning and career progression. The school has already established a range of effective careers guidance activities which we hope will guide and support our students to achieve positive destinations such as A levels, Higher Education, Apprenticeships, Technical routes, T-Levels or Employment.

Careers education does not just mean informing students about their options post-16 but also how their school career will affect their futures. It is our statutory duty to ensure that all students receive independent, impartial advice and guidance regarding all options within school, how these choices will affect their options after school and which careers pathways will become available to them. By helping students with decisions at crucial stages, informing them of all their options and introducing them to the world of work, we aim to prepare them for whichever pathway they choose. This careers strategy sets out Seven Kings' key approaches internally and externally to enhance the current careers guidance activities and participation opportunities already available to our students.

The school will collaborate with a range of external agencies to help us ensure we will meet all of the mandatory requirements contained within the DfE's new careers strategy. These partnerships will include working alongside **The Careers and Enterprise Company** (CEC), **The Business Education Partnership** (BEP), **Prospects** part of The Shaw Trust, **NCS**, **Department for Work and Pensions** (DWP), **Making the Leap**, Further and Higher Education providers and a wide range of local employers.

High quality careers guidance is a crucial part of improving social mobility. Young people make choices based on what they know and what they think is available to them. If our young people are made fully aware of the career pathways and opportunities available to them, they will be more able to make informed choices about the qualifications and career pathways that will enable them to achieve their goals. The strategy includes measures to further develop and improve the current provision on offer to students and will ensure that Seven Kings School will meet the requirement to meet the eight "[Gatsby Benchmarks](#)", set out within the Department for Education's careers strategy. This strategy outlines our whole school approach to delivering careers guidance to all of our students throughout their education journey.

AIMS

- provide good quality, independent and impartial careers advice to students which inspires and motivates them to fulfill their potential
- provide advice and guidance which is in the best interests of the student
- contribute to raising achievement; encouraging students to develop high aspirations and consider a broad and ambitious range of careers
- provide opportunities to work in partnership with employers, training providers, local colleges and others to provide opportunities to inspire students through real-life contact with the world of work
- develop enterprise and employability skills including skills for self-employment
- support inclusion, challenge stereotyping and promote equality of opportunity
- encourage students to see career development as a life-long process
- support students at key transition points

Careers Guidance at SKS has four elements:

1. **Careers Education:** Planned programmes within the curriculum giving students knowledge and skills to help them to plan / manage their own career.
2. **Career Information:** Including options, skills, occupations, labour market information (LMI), pathways and progression routes.
3. **Careers Advice and Guidance:** Independent and impartial careers advice and guidance provided by a L6 qualified careers advisor (Prospects & Connexions).
4. **Work Related Learning:** Experiences within and outside the curriculum to help students learn about economic well-being, careers and enterprise.

LINK GOVERNOR

As a careers team, we are regularly held to account by our link governor. It is their role to act as a 'critical friend' to our team, and ensure that we are fulfilling our statutory requirements as outlined in the Gatsby Benchmarks and careers policy updates. This process ensures that the careers team and our programme has the full support of the school's governing body.

STUDENT ENTITLEMENTS

By beginning careers education early, students can make better informed decisions at transition stages and are more motivated in school to follow a particular pathway.

Key Stage 2

Year 3

- Different jobs and skills
- Job stereotypes
- Setting personal goals

Year 4

- Making decisions about money
- Using and keeping money safe.

Year 5

- Identifying job interests and aspirations
- What influences career choices/workplace stereotypes

Year 6

- Influences and attitudes to money
- Money and financial risks

Key Stage 3

Year 7

- Students are encouraged to identify personal traits, strengths and skills and develop confidence and resilience and have high expectations of themselves.
- Students are introduced to careers resources and informed how to use them.

Year 8

- Students build on personal strengths and begin to link skills to specific careers enabling realistic and informed decisions at transition stages.

- Students are introduced to the world of work and how it is constantly changing.
- Students are encouraged to think about what they might like to achieve after school.
- Students are encouraged to use careers resources available and informed where to find out more about specific courses/careers.
- Students begin to think about GCSE options in terms of career pathways and plan their future.
- Students link curriculum areas to careers to help prepare them for choosing their GCSE options.
- A 'Speed-Networking' event is run in the spring term, this exposes students to alumni students and professionals from a variety of industries.

Year 9

- Students are encouraged to reassess personal strengths with a focus on transferable skills, this is explored more in L2L lessons.
- Students are encouraged to investigate different jobs and careers and what they mean in terms of lifestyle, budgeting and a good work/life balance and develop economic awareness through the CPSHE programme.
- Students are introduced to Unifrog and informed where to find out more about specific courses/careers.

Year 10

- Students explore post-16 pathways.
- Students have a wide range of opportunities to engage with a range of local businesses, FE, HE and training providers.
- Economic awareness is developed further and students are encouraged to think about employability, which careers appeal to them and to identify and set themselves realistic future goals.
- Students begin CV and cover letter writing (as part of the Work Experience programme).
- Students are encouraged to use careers resources available and informed where to find out more about specific courses/careers.
- Students complete Work Experience in the summer term.
- Students develop interview techniques and complete a mock interview.
- Students are encouraged to access LMI independently.

Year 11

- Students are supported with post-16 choices and encouraged to consider all their options including further study and apprenticeships.
- Students are encouraged to consider how LMI is relevant to their post-16 options.
- All students have a one to one guidance interview with a Prospects personal advisor (L6 qualified).
- Students use careers interviews to help understand different career pathways and entry requirements and are encouraged to make contingency plans should results be better/worse than expected and set personal targets for development.
- Students have optional access to additional independent and impartial advice via drop in sessions. They are also encouraged to use careers resources available and informed where to find out more about specific courses/careers.
- Students are encouraged to think about the kind of behaviour potential employers look for.
- Students are encouraged to attend careers talks, fairs, college open days and taster days with employers.
- Students are assisted further with CV writing and encouraged to have a completed a CV and cover letter
- Students are kept up to date with post 16 deadlines, open evenings and appropriate internal and external careers events.
- Students attend a mock-interview day with a range of industry professionals with the aim of developing the students' confidence and interviewing skills
- NCS assembly to all students

Key Stage 5

Students are equipped with the skills and knowledge that will support them throughout their A level journey and prepare them for life after school. Students will mainly receive this programme through Perspectives lessons, but also through PM reg sessions and drop down days.

Units include:

- Exploring options for future pathways
- Personal Statement: Planning and structuring
- Personal Statement: How to Write it
- Articulating your passion/ interview skills
- Writing a CV / application letters

More information about the support KS5 students will receive can be found here:

<https://sevenkings.school/sixth-form/sixth-form-extra/>

OVERVIEW

Career related activity	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13
Assembly				✓	✓		
Careers lessons	✓	✓	✓	✓	✓		
Drop Down Days				✓	✓		
Visits to/from Employers	✓	✓	✓	✓	✓	✓	✓
Work Experience (including virtual)			✓	✓	✓	✓	✓
FE/HE Taster Days					✓		
Careers Fairs			✓		✓	✓	
1:1 Guidance Interviews					✓	✓	✓
Web based activities/ Careers websites			✓	✓	✓	✓	✓