



## Careers Programme

The Careers, Information, Advice and Guidance (CIAG) programme is designed to meet the needs of students at different stages of their learning journey. It is differentiated to ensure progression through activities that are appropriate to students' stages of career learning, planning and development. Consideration of SEND learners is taken into account and activities are differentiated to ensure an inclusive approach and equality of access.

All students have the opportunity to request an interview with an Independent Careers Advisor at any time throughout Key Stage 3 to Post 16.

Year Group	Summary of the Planned Programme	By the end of the Key Stage, all students will have:
8	<p>The College has Options Fortnight for Year 8 students. There is an assembly rota for all the subject-groupings across The Trust (TRHAT), with the Heads of Alliances introducing each of the subjects, its progression pathways into courses (university and apprenticeships), and the jobs leading from them. Also, there is an Evening Subject-Fair for parents, guardians and carers of Year 8, with Teachers making links between subjects and careers. There are also Options Drop-Down Days for Year 8, with talks by various speakers, including the College's Careers Adviser. Our safer school's officer also leads on some assemblies and the students can ask to make an appointment to speak to them afterwards if they want to know more about certain careers.</p> <p>The College's local university, Brunel, runs Science Workshops throughout the year, and a range of students in Years 7 to 9 attend them at some point. Most students in Key Stage 3 attend The Big Bang science-fair in Birmingham, to support their options for studying Engineering in Key Stage 4.</p>	<ul style="list-style-type: none"> <li>• Knowledge of subject choices available to them at Key Stage 4.</li> <li>• Knowledge of possible career options subject choices could lead to</li> <li>• Attended a workshop that will give them more insight into careers in science and engineering specifically</li> </ul>
9	<p>Students in Year 9 will discuss careers in more detail as part of their PSHE program. A form time career's activity will also be introduced that will give students the opportunity to learn about the different sectors they can seek employment in. This will help students to discuss the various careers and they will have more knowledge of future career paths when they have to make their option choices for Post 16. Assembly programs will link in with careers.</p>	<ul style="list-style-type: none"> <li>• Participated in the PSHE careers program</li> <li>• Attended assemblies where different career paths were discussed</li> </ul>
10	<p>The assembly program for Year 10 will link in with careers – this will blend well with the PSHE program and students will be able to discuss possible career choices with their form tutors and careers advisor. A range of students in Year 10 attend science workshops at Brunel university. The College makes arrangements for Key Stage 4 students to visit four universities; Southampton, Peterhouse Cambridge, St Anne's Oxford, and Brunel. This is important as students have to make their Post 16 option choices at the end of Year 11. During the visits, students get an idea of what student life is</p>	<ul style="list-style-type: none"> <li>• Attended a well-tailored assembly careers program introducing them to various employment sectors</li> <li>• Attended a workshop or educational visit exposing them to</li> </ul>

	<p>like and what a typical day at university looks like. This helps them to decide whether they want to go to university or instead pursue other career options such as apprenticeships.</p>	<p>tertiary education</p>
<p>11</p>	<p>The College has options Fortnight for Year 11. There is an assembly rota for all the subject-groupings across The Trust (TRHAT), with the Heads of Alliances introducing the subject, its progression pathways into courses (university and apprenticeships), and the jobs leading from them. Also, there is an Evening Subject-Fair for parents, guardians and carers of Year 11, with Teachers making links between subjects and careers. There are also Options Drop-Down Days for Year 11, with talks by various speakers, including the College's Careers Adviser. During the options day, representatives from Brunel university and ASK apprenticeships deliver sessions to the Year 11 students. This is an excellent opportunity for students to ask relevant questions that can help to impact their final Post 16 subject choices.</p> <p>In the Spring Term, after the trial examinations in March, every Year 11 student has a 1:2:1 progression-meeting with Careers Leader and Director of Post 16, to give students early-guidance about their Post 16 Options and Pathways, prior to Results Day, so that they have time to research subjects and sixth-forms/colleges and discuss these options with parents, guardians and carers. The College is very involved in the Widening Participation agenda, and provides extra support for students to understand the whole 'going to university experience'. All these activities are designed to raise students' aspirations, and to overcome any stereotypical thinking. The College encourages all students to follow their interests, and takes active steps to overcome stereotyping.</p>	<ul style="list-style-type: none"> <li>● Knowledge of subject choices available to them at Post 16.</li> <li>● Knowledge of possible career options subject choices could lead to</li> <li>● Had a 1:1 discussion with a senior leader about their Post 16 option choices</li> </ul>

<p>Post 16</p>	<p>The Director for Post 16 organises a schedule of activities for Post 16, which includes online employability-tasks, and advice on all pathways (Academic, Vocational, Apprenticeships). The Director of Post 16 also organises sessions on 'Finance and Student-Loans' and 'Living Away from Home' and 'Life-Skills'. The College's local university, Brunel, runs Science Workshops throughout the year, and all students in Key Stage 3, Key Stage 4 and Post 16 attend them at some point. This includes workshops on 'Who wants to become a doctor?' as well as veterinary workshops. Students in Post 16 visit universities (Kingston, Royal Holloway) and attend various Mathematics workshops. Students are given help with their UCAS applications. During these one-to-one meetings, various career options are discussed as well as suitable universities to apply to.</p> <p>The Director of Post 16 has scheduled twice weekly sessions for every student to be in a group, with about 5 other students and their Post 16 Mentor; they can discuss anything to do with work, employment, skills, university, apprenticeships, and have their questions answered in a smaller setting. There are also online-workshops, assemblies (in-person activities on hold for coronavirus (COVID-19), but students use websites like UniTasterDays).</p> <p>The College makes arrangements for all Post 16, to visit Skills London at ExCel, and the UK University and Apprenticeship Search Fair at The Emirates. During Lockdown, students have attended virtual taster-webinars (UniTasterDays), and virtual-Masterclasses (Imperial, Brunel, Goldsmiths, New College of Humanities)</p>	<ul style="list-style-type: none"> <li>• Extensive knowledge about career progression after Post 16</li> <li>• Extensive knowledge on how to apply to university</li> <li>• Extensive knowledge of the benefits of apprenticeships</li> <li>• Been introduced to different universities via UniTasterDays</li> </ul>
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## Monitoring and Evaluation

New activities will be proposed to the Senior Leadership Team who must approve them before deployment.

The Principal will be responsible for the ongoing monitoring, review and evaluation of the careers programme. The evaluation will focus on how successful the activities and policy are in delivering its aims and objectives. The following sources of data will be considered when determining effectiveness and impact:

- Surveys/feedback from key stakeholders including students, parents, guardians and carers, and staff
- Student Council
- Feedback from Alliance Directors and form tutors
- Evaluation of one-off activities
- Evaluation of ongoing activities
- Destinations surveys carried out from Year 10 onwards
- NEET and destination data