Barr Beacon School's Careers Plan 2020-2021

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At Barr Beacon School we work in partnership with a range of employers and education providers to offer a wide ranging, inspiring and exciting careers programme for everyone. Barr Beacon School has been recognised for its excellent work within careers and is the proud recipient of the **Gold Quality in Careers Standard**. In 2018, we were appointed **as the Lead School for Walsall in the Black Country Careers Hub**. We go beyond simply helping our own pupils, and have built strong partnerships with local schools to share best practice and improve careers education for every child in the Black Country.

We offer impartial, well-informed, up-to-date advice and guidance on the full range of opportunities available. As well as providing a large selection of careers events and activities throughout the year, which are tailored to the needs of each pupil, we also take a whole school approach to careers education. All staff, our Careers Champions, our Alumni, local employers and higher education representatives help to drive forward a programme which raises aspirations, challenges stereotypical thinking and promotes equality and diversity.

The careers programme at Barr Beacon School goes beyond helping pupils to figure out what their next steps should be; it helps pupils to continually develop the essential employability and life skills to make successful applications to their chosen pathway. We recognise the changing face of the working world. More people change careers throughout their working life. Factors beyond our control influence the jobs available such as globalisation, technological advancements and the environmental crisis. Our pupils need to be prepared for the evolving working world and so, at the heart of our Careers Programme, is a focus on building up essential lifelong employability skills. Our Skills 4 Life approach helps pupils to see the value in everything they do for their wider careers and teaches the philosophy that careers education is a life long journey.

Below is the plan for our Careers Programme, mapped to the 8 Gatsby Benchmarks of Good Careers Guidance (https://www.gatsby.org.uk/education/focus-areas/good-career-guidance).

Due to the global coronavirus pandemic, some events may be cancelled or postponed for the safety of pupils, staff and visitors. We will however commit to actively finding solutions, often in a virtual space, to allow this vital careers learning to continue.

Benchmark 1: A stable careers programme
• Barr Beacon School will measure and assess the impact of its own careers programme using the Gatsby Benchmarks and the Compass+ tool, as well as using our own internal tracking systems. We regularly evaluate our programme using opinions of providers, pupils, staff and parents. • The Senior Leadership Team and Board of Governors support the programme and we have a dedicated Governor and Deputy Headteacher backing the Careers Programme and supporting the designated Careers Leader. • Resources have been allocated to enhance the careers activities we can provide. • A dedicated area of the school's website details useful and up-to-date information for use by pupils, parents and teachers. • Our Provider Access Policy is also published on our website for the benefit of employers and educational establishments.
Benchmark 2: Learning from careers and labour market information
• Pupils will be informed of updated LMI information through their PSHE lessons, assemblies and careers interviews. • A dedicated LMI section on the school website is updated annually.

- A LMI display in school will be updated annually.
- Staff will be kept up-to-date in annual CPD careers sessions.
- Employers visiting the school and trips to providers help to contribute to the delivery of LMI information.
- LMI information will be disseminated to parents at key pathway evenings and through the school's website.

Benchmark 3: Addressing the needs of each pupil

- Our Careers Programme is designed to support our pupils into the career pathway of their choice. Each student will have tailored advice and support at key transition points.
- We aim to raise the aspirations of all of our pupils, encouraging them to consider Higher Education, Higher Apprenticeships and Degree Apprenticeships as pathways that will keep their career options wide open for the future.
- We challenge career stereotypes through our PSHE programmes and setting examples through our visiting employers.
- The school keeps an accurate record of all of our pupils' careers experiences and uses this to tailor and target future support. We also use Start Profile to help our pupils access a record of these experiences.
- A detailed database with all pupil's career aspirations allows us to carefully target our invites for careers activities but most are open to all who choose to sign up.
- Our Alumni Network is continually growing so that we can track the destinations of our pupils and use this to inform and evaluate our careers programme.
- Our SEND pupils receive regular support from our Careers Adviser and we are working to create supportive workplace experience opportunities for them.

Benchmark 4: Linking curriculum learning to careers

- We have a whole school approach to careers where careers staff, teachers and pastoral staff help to support our pupils as they navigate their career pathways.
- Career learning is embedded into all subjects for all year groups, not just PSHE, English, Maths and Science. Each department feeds careers learning into their scheme of work and occasional lesson objectives are careers centred.
- A dedicated Careers Week ensures a career link is included in every lesson for every pupil.
- Each department has a dedicated careers display.
- Subject departments are encouraged to develop links with local employers and universities and use these to create new opportunities for pupils within lessons or for educational visits to work places or higher education providers.
- Staff Careers Champions drive the careers programme forward in each department.
- An annual CPD session for all teaching staff is dedicated to careers.
- Each year group has a series of PSHE lessons dedicated to Careers which are tailored to the different stages of their career learning.
- The school has a dedicated STEAM lead providing opportunities for pupils such as trips, speakers and activities.

Benchmark 5: Encounters with employers and employees

- We have built up a strong network of local employers, many of whom regularly return to support the school each year.
- All pupils attend our annual Careers Fair where they meet a range of employers.
- All pupils have opportunities to take part in sessions by various visiting speakers.
- Trips to employers are arranged throughout the year.
- We have built up a strong Alumni Network which allows us to create a variety of encounters for our pupils and enriches the delivery of our careers programme. We can also proudly showcase the many wonderful achievements of our former pupils.

- All Year 8 pupils attend a special Speed Networking event with a range of employers.
- Year 10 will take part in a Young Enterprise Day with employer support.
- Year 11 will have mock interviews with local employers.
- Year 12 will attend additional careers fairs in Birmingham to reach an even wider range of employers.

Benchmark 6: Experience of workplaces

- Year 12 pupils take part in a full week of work experience, or more.
- Year 9 pupils have the opportunity to take part in Take Your Child to Work Day.
- Any pupil who wishes to gain voluntary work is also encouraged and supported to do this in their spare time. Opportunities are regularly advertised.
- Older pupils who wish to complete work experience in the school holidays are supported to do so.
- Our structured placements include preparatory and follow up sessions with pupils to ensure they get the most out of the experience.
- We value the opportunity for our pupils to not only experience the workplace through work experience but also to develop essential confidence, communication, perseverance and resilience skills when trying to source these placements.
- Year 7 and 8 pupils take on the job role of Duty Monitor for a day in school.
- Year 11 and 12 pupils are encourage to take part in NCS which includes a valuable voluntary work placement.
- Pupils have many opportunities to take on leading roles within school that give them a taste of a working dynamic e.g. Prefects, School Council.
- Visits to employers are arranged throughout the year for small groups.

Benchmark 7: Encounters with further and higher education

- The school has built up contacts with a full range of local and national providers and uses these contacts to help inform our pupils of all of the options available to them. This is done through a range of activities both on and off site.
- All pupils attend our annual Careers Fair with a full range of options presented to our students: universities, colleges, apprenticeships, employment, training providers, technical education providers, gap year providers and voluntary work organisations.
- Various visiting speakers, taster lectures, trips and projects are arranged throughout the year.
- We have partnerships with many universities and take part in their projects.
- PSHE sessions help pupils to explore all of their options.
- Parents are kept regularly informed at Progress Evening events and through letters, texts and the school website.
- Our pupils get 2 opportunities to visit a university both in Year 7 and 12 to help raise their aspirations, however we also recognise the increasing number of highly regarded apprenticeships and Degree apprenticeships and work closely with businesses and ASK Apprenticeships to keep our pupils informed.
- Year 12 pupils are also encouraged to attend Open Days in the summer term and are granted 3 authorised absences to allow for this.
- Year 11 pupils take part in Next Steps Day to give them a taste of Sixth Form or College and help them make those final crucial decisions.
- Year 12 pupils attend higher education fairs in Birmingham to reach an even wider range of universities.
- We also work very closely with a number of universities and organisations who have tailored Access Schemes and projects to help pupils along their way to university.
- Summer Schools are also widely advertised and encouraged amongst our Year 12 and 10 pupils.
- Pupils in Year 11 and 12 are also encouraged to take part in NCS which includes a university taster experience.
- Year 9 pupils and parents are given up-to-date information as part of their Pathways Programme when selecting GCSE options.

Benchmark 8: Personal guidance
• Every pupil will have had at least one interview with our Careers Adviser by the end of Year 11. Pupils do not just simply have chats about their chosen pathway during these interviews but can also request application support, phone calls to chase up applications, mock interviews and CV/personal statement advice. • Every student will have had at least one appointment with our Careers Leader in Year 13. Students receive extensive tailored UCAS and Apprenticeship application support and checking. They are offered mock Interviews, including group interviews and assessment centre scenarios. • These sessions often occur much more than once and are impartial and conducted by staff with professional careers qualifications. • We also have a dedicated Careers Guidance Programme for those Not Going to University. • Every pupil and their parents/carers have the opportunity to book a Careers Interview on request. • There is also a drop in every Wednesday afternoon at 3.00pm which is widely advertised. • Targeted careers interviews take place for those with the most need and requests from pastoral staff, tutors and teachers are also encouraged.