



## Careers Plan

2023 / 2024

<b>Gatsby Benchmarks</b>
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

This is a live document and is reviewed throughout the year as new opportunities, experiences and activities are identified and added.

**Drafted by:** Mr J Bacciochi and Mrs V Baggott (September 2023)

**Latest update:** December 2023

## Whole School Approach

Activity	Details	Impact	Benchmark
<b>Displays</b>	Careers based displays are placed around the site, with specific Gatsby content and information for pupils on destinations and potential Post-16 routes.	Increased awareness and profile of careers and post-16 provision at Redhill.	2, 4
<b>School website</b>	The <a href="#">Careers page</a> of the Redhill website holds a variety of useful information, reference material, downloadable content and useful links connected to careers and Post-16 pathways.	Pupils, parents & carers and staff have instant access to a variety of materials which can be used to aid them in making informed, positive choices about their destinations.	1, 2, 4, 5, 7, 8
<b>Speakers</b>	<p>Careers focused visiting speakers throughout the course of the academic year.</p> <p>Some will be year group targeted (i.e. assemblies) others will take place during lunchtime and be open to interested students.</p> <p>To include:</p> <ul style="list-style-type: none"> <li>• Local Industry</li> <li>• CV Writing</li> <li>• Interview Skills</li> <li>• Employability Skills</li> <li>• Apprenticeships</li> </ul>	<p>Students have an improved awareness of the variety of jobs and careers available.</p> <p>They will also have knowledge of the skills required and the realities of the current labour market.</p>	2, 3, 4, 5, 6, 7, 8

	<ul style="list-style-type: none"> <li>• Local colleges and Post-16 providers</li> <li>• Careers</li> <li>• Armed and Uniformed services</li> <li>• Post-16 evening (Year 10)</li> <li>• Aspiring to University</li> </ul>		
<p><b>Aspirational work</b></p>	<p>Opportunities to widen participation experiences at Post 16 and Post 18 level. This may be targeted to certain groups highlighted by senior leaders.</p> <p>We have built partnerships with a variety of Universities including: Birmingham University, Wolverhampton University, Warwick University and Worcester University which look to bring speakers into school and also provided opportunities for visits out.</p> <p>This work links to our work on T-Levels, Apprenticeships and Apprenticeship degrees.</p> <p>Our Tutor Programme includes the 'A-Z of careers' which has been designed to give pupils information and understanding of a variety of different careers and occupations. The programme runs from Years 7 – 11 and pupils experience a</p>	<p>Students have the opportunity to consider experiences or pathways which may have not previously considered accessible.</p>	<p>2, 3, 4, 5, 6, 7, 8</p>

	different career during each session across their 5 years at Redhill.		
<b>Student voice</b>	<p>Student Voice (formal and informal) used to gather views and understanding of Careers.</p> <p>This information is gathered and stored on the Compass+ platform.</p>	School aware of the strengths and areas for development which can then be used to inform future planning.	1, 3
<b>Careers Hub</b>	<p>Creation and development of the Careers Hub – running weekly to support pupils in finding out information on careers and gaining support and guidance with applications.</p> <p>These take place Wednesday Lunchtime in the Library and Tuesday after school.</p>	Increased student awareness of variety of careers available and resources for pupils to independently access this. Bespoke, targeted supported offered to pupils on a drop-in and appointment basis to ensure students have the best possible chances of securing their desired Post-16 placement or pathway.	2, 8
<b>National Events</b>	<p>Engagement with National Careers Week promoted at Redhill. This work includes:</p> <ul style="list-style-type: none"> <li>• Guest speakers</li> <li>• Assembly focus</li> <li>• PSHE lessons</li> <li>• Tutor Programme activities</li> <li>• Subject-specific lesson starters</li> </ul> <p>Engagement with National Apprenticeship Week promoted at Redhill. This work</p>	<p>Increased student awareness of variety of careers available locally, nationally and within key industries.</p> <p>Provides an opportunity for school staff to gather pupils voice informally and feedback on any key issues or areas that arise. These are then considered by the Careers Co-ordinator and responded to as part of the Careers programme.</p>	2, 3, 4, 5, 7, 8

	includes work during assemblies, PSHE and the Tutor Programme.		
<b>Parental Engagement</b>	<p>Engagement via Newsletter and Edulink messaging service.</p> <p>School Website Careers Section allows for rapid access to relevant and supportive materials. This is reviewed and updated regularly.</p> <p>Parental Voice following key events to gain feedback and explore adaptations and additions in future.</p>	Increased parental awareness of the variety of careers available locally, nationally and key industries.	2, 5, 7
<b>Careers A-Z</b>	<p>A five-year programme designed to provide pupils with a deeper understanding of a variety of different careers.</p> <p>The programme focuses on key skills, qualities and qualifications required for each to support pupils in making informed choices about their aspirations and desires.</p> <p>The programme also provides students with LMI data specific to the careers explored to allow them to make informed choices.</p>	Increased pupil awareness of different careers and their understanding of the qualifications and skills required for each (including those careers that pupils are interested in pursuing).	1, 2, 3 ,4, 8

<p><b>Redhill Careers Curriculum</b></p>	<p>We have designed and implemented a Careers Curriculum which demonstrates our Intent and year group focuses with regards to careers information, advice and guidance.</p> <p>This curriculum is based around 6 key areas and progresses pupil's ideas, understanding and decision-making skills across their 5 years at Redhill:</p> <ul style="list-style-type: none"> <li>• Year 7 – Discover</li> <li>• Year 8 – Explore</li> <li>• Year 9 – Focus</li> <li>• Year 10 – Plan</li> <li>• Year 11 – Decide and Apply</li> </ul> <p>The intent for this curriculum is to develop pupil's understanding of different Post-16 pathways and support them in making informed choices regarding their futures.</p>	<p>Pupils are exposed to a variety of Post-16 options, pathways, providers and experiences which allow them to make informed, secure choices about their futures and access a positive Post-16 pathway once they have left Redhill.</p>	<p>1, 2, 3, 4, 5, 6, 7, 8</p>
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## Year Group Specific Approach

### Year 7

Activity	Details	Intended Impact	Benchmark
<b>PSHE and Tutor Programme</b>	<ul style="list-style-type: none"> <li>• World of Work</li> <li>• Skills and Qualities</li> <li>• Target Setting</li> <li>• Get Involved</li> <li>• Achievements</li> <li>• Skills, qualifications and careers</li> <li>• LMI</li> <li>• A-Z of careers</li> </ul>	<p>Increased pupil awareness of employability skills and potential future pathways.</p> <p>Pupils will have opportunities to openly discuss, share and explore aspirations (of both themselves and their peers).</p>	1, 2, 3
<b>National Careers Week</b>	<p>Pupils will experience activities based on the world of work as part of our 'National Careers Week' focus (2024 week explores 'Green Careers').</p> <p>Alongside PSHE lessons on Careers, pupils will experience activities in assemblies and via the Tutor Programme.</p> <p>In addition, pupils will receive subject-specific content which makes links between subject learning and careers.</p>	<p>Increased pupil awareness of potential future pathways and careers.</p> <p>Increased understanding of how subject learning and subject-specific skills can support pupils in future careers and an increased awareness of potential career pathways through different subjects.</p>	4, 5

## Year 8

Year 8 Activity	Details	Intended Impact	Benchmark
<b>PSHE and Tutor Programme</b>	<ul style="list-style-type: none"> <li>• Timeline</li> <li>• LMI</li> <li>• Stereotypes</li> <li>• Careers</li> <li>• Effective Communication skills</li> <li>• What is work?</li> <li>• Skills, qualifications and careers</li> <li>• A-Z of careers</li> </ul>	<p>Increased student awareness of employability skills and potential future pathways.</p> <p>Pupils will have opportunities to openly discuss, share and explore aspirations (of both themselves and their peers).</p>	2, 3, 4
<b>DWP</b>  <small>*awaiting confirmation from provider</small>	CV writing workshop and session on employment skills delivered by external provider.	<p>Increased student awareness of employability skills and future pathways.</p> <p>Improve skills in employment readiness.</p>	2, 3, 4, 8
<b>National Careers Week</b>	<p>Pupils will experience activities based on the world of work as part of our 'National Careers Week' focus (2024 week explores 'Green Careers').</p> <p>Alongside PSHE lessons on Careers, pupils will experience activities in assemblies and via the Tutor Programme.</p> <p>In addition, pupils will receive subject-specific content which makes links between subject learning and careers.</p>	<p>Increased pupil awareness of potential future pathways and careers.</p> <p>Increased understanding of how subject learning and subject-specific skills can support pupils in future careers and an increased awareness of potential career pathways through different subjects.</p>	4, 5



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## Year 9

Activity	Details	Intended Impact	Benchmark
<b>PSHE and Tutor Programme</b>	<ul style="list-style-type: none"> <li>• Employability skills</li> <li>• WEX introduction, Transferable skills</li> <li>• Workplace behaviours and values</li> <li>• GCSE Pathways</li> <li>• A-Z of careers</li> </ul>	<p>Increased student awareness of employability skills and potential future pathways.</p> <p>Pupils will have opportunities to openly discuss, share and explore aspirations (of both themselves and their peers).</p>	2, 3
<b>DWP</b>  *awaiting confirmation from provider	<ul style="list-style-type: none"> <li>• Preparation for WEX</li> <li>• Employability skills</li> </ul>	<p>Increased student awareness of employability skills and potential future pathways.</p> <p>Pupils will have opportunities to openly discuss, share and explore aspirations (of both themselves and their peers).</p> <p>Improve skills in employment readiness.</p>	2, 3, 4, 8

<b>National Careers Week</b>	<p>Pupils will experience activities based on the world of work as part of our 'National Careers Week' focus (2024 week explores 'Green Careers').</p> <p>Alongside PSHE lessons on Careers, pupils will experience activities in assemblies and via the Tutor Programme.</p> <p>In addition, pupils will receive subject-specific content which makes links between subject learning and careers.</p>	<p>Increased pupil awareness of potential future pathways and careers.</p> <p>Increased understanding of how subject learning and subject-specific skills can support pupils in future careers and an increased awareness of potential career pathways through different subjects.</p>	<p>4, 5</p>
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## Year 10

Activity	Details	Intended Impact	Benchmark
<b>PSHE and Tutor Programme</b>	<ul style="list-style-type: none"> <li>• Exploring different opportunities</li> <li>• Google Classroom Support Page</li> <li>• Work Experience Week</li> <li>• Post-16 pathways</li> <li>• Colleges / Sixth Forms</li> <li>• A-levels</li> <li>• Traineeships</li> <li>• Apprenticeships</li> <li>• T-Levels</li> <li>• A-Z of careers</li> </ul>	<p>Increased student awareness of employability skills and potential future pathways.</p> <p>Pupils will have opportunities to openly discuss, share and explore aspirations (of both themselves and their peers).</p>	<p>2, 3, 4, 5, 8</p>
<b>Work Experience</b>	<p>All pupils will have access to Work Experience Week. The school website will</p>	<p>Increased understanding and necessity for employability skills</p>	<p>2, 3, 4, 5, 6, 8</p>

	be updated to offer support and guidance to parents and carers in order to support them in having meaningful and supportive discussions around careers.	and awareness of future career paths.	
<b>IAG intervention</b>	All pupils able to attend after school drop in which they can access as they require.  Identified pupils invited to attend drop in as required.	Support in considering WEX and Post-16 WEX, Post-16 and career pathways.	3, 8
<b>Post-16 Evening</b>	All pupils will be invited to the Post-16 evening which takes place in Summer Term 2 following the completion of Work Experience.  This evening allows pupils and their parents & carers an opportunity to come into school together and meet with a variety of Post-16 providers (who offer a full range of courses and pathways).	Pupils (along with their parents & carers) will have made contact with a variety of potential Post-16 pathway providers and can make informed choices on their next steps after Redhill.  The event takes place in Year 10 to provide pupils, parents & carers with information in a timely manner and allows them to work on completion of applications early and, where possible, before Year 11.	3, 7, 8
<b>Personal Guidance from a Connexions Advisor</b>	We fund independent, profession and impartial Post-16 guidance which is delivered by an advisor from the Dudley	All pupils will have access to independent, professional and impartial Careers guidance which will support them in	3, 8

	<p>Connexions Team for every pupil in Year 10.</p> <p>These sessions will allow pupils an opportunity to ask questions, seek clarification and access guidance on their Post-16 options and pathways.</p>	<p>making proactive, informed choices about their futures.</p>	
<b>National Careers Week</b>	<p>Pupils will experience activities based on the world of work as part of our 'National Careers Week' focus (2024 week explores 'Green Careers').</p> <p>Alongside PSHE lessons on Careers, pupils will experience activities in assemblies and via the Tutor Programme.</p> <p>In addition, pupils will receive subject-specific content which makes links between subject learning and careers.</p>	<p>Increased pupil awareness of potential future pathways and careers.</p> <p>Increased understanding of how subject learning and subject-specific skills can support pupils in future careers and an increased awareness of potential career pathways through different subjects.</p>	4, 5
<b>Communication Skills Workshop</b>	<p>Identified pupils will be invited to take part in a communication skills workshop.</p>	<p>Increasing pupil's confidence in communication (both formal and informal settings); improvement in their ability to articulate themselves and work effectively with peers and adults in different settings and situations.</p>	2, 3, 4, 8

## Year 11

Activity	Details	Intended Impact	Benchmark
<b>PSHE and Tutor Programme</b>	<ul style="list-style-type: none"> <li>• Applications</li> <li>• CV writing / personal statements</li> <li>• Post-18</li> <li>• Interview Techniques</li> <li>• A-Z of careers</li> </ul>	<p>Increased student awareness of employability skills and potential future pathways.</p> <p>Pupils will have opportunities to openly discuss, share and explore aspirations (of both themselves and their peers).</p>	2, 3, 4, 5, 8
<b>IAG intervention</b>	Creation and development of the Careers Hub – running weekly (dates TBC during Autumn Term 2).	Support in considering Post 16 and careers. Support and feedback on quality of personal statements and CVs.	3, 8
<b>Post-16 questionnaire</b>	<p>Information on the intended destinations and current progress of applications for all Year 11 pupils will be undertaken in Autumn Term 2.</p> <p>The questionnaire will provide information on individual pupils and identify those pupils who require further support to identify, apply and secure a positive Post-16 destination.</p>	Clear understanding of pupil's intended destinations and early identification of pupils who require support – allowing for intervention and support to be deployed.	3, 8
<b>National Careers Week</b>	Pupils will experience activities based on the world of work as part of our	Increased pupil awareness of potential future pathways and careers.	4, 5

	<p>'National Careers Week' focus (2024 week explores 'Green Careers').</p> <p>Alongside PSHE lessons on Careers, pupils will experience activities in assemblies and via the Tutor Programme.</p> <p>In addition, pupils will receive subject-specific content which makes links between subject learning and careers.</p>	<p>Increased understanding of how subject learning and subject-specific skills can support pupils in future careers and an increased awareness of potential career pathways through different subjects.</p>	
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At Redhill we are committed to providing all pupils with relevant and meaningful experiences regarding their career choices and futures. If any parent, carer or member of the community feels that they have suggestions, ideas or can offer support with opportunities then we would welcome your communication.

To make contact, please e-mail [info@redhill.dudley.sch.uk](mailto:info@redhill.dudley.sch.uk) and title your e-mail 'For the Careers Lead'.