

ST JOHN HOUGHTON CVA CAREERS PROGRAMME 2023-2024

The eight Gatsby benchmarks of Good Career Guidance are:

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

	Term		Gatsby Benchmark
YEAR 7	Pentecost	<p>PSHE – Careers – Year 7</p> <p><i>Strengths and Weaknesses - Exploring personal strengths for employment</i></p> <p>Identifying skills and qualities that students already have can help them strive for success in their education. A focus on which skills they could improve can also help them to make better progress towards their choices along the career pathway.</p> <p>These lessons can also be used as a prompt for students to start considering next steps and to inspire research into qualifications needed for jobs they have not previously considered, as well as routes to employment including further/higher education, apprenticeships and T Levels.</p>	3,4,8
	Advent	<p>Tutor group PSHE sessions x 4:</p> <p>Aspiration Excellence Determination Optimism</p>	3,4
	Advent	Presentation on Labour Market Information (LMI)	2
	Pentecost	<p>Tutor group PSHE sessions x 7:</p> <p>Protected characteristics (inc. in the workplace)</p>	6,4
	Lent	Linking Careers to the Curriculum	4

		In each curriculum area, students have a discussion with their class teachers about what Careers are available to them within their subject area.	
	Pentecost	Act of Worship delivered on the topic of Vocations . Linked to the Catholic ethos of the school, this assembly encourages students to consider their own individual skills and talents and how they can use this in their chosen careers to benefit others.	3
	All year	Careers information board – Easily-accessible, up-to-date careers information and current opportunities.	2,4,5,7
YEAR 8	Pentecost	PSHE – Careers – Year 8 <i>Skills and qualities - Exploring which skills are necessary for future employment</i> Activities designed to help students learn how their aspirations, skills, personality traits and interests can lead them to making rewarding career choices. These lessons can also be used as a prompt for students to start considering next steps and to inspire research into qualifications needed for jobs they have not previously considered, as well as routes to employment including further/higher education, apprenticeships, and T Levels.	3,4,8
	Pentecost	Meaningful encounters Students will have meaningful encounters with employers/employees/FE providers.	2,5,7
	Advent	Tutor group PSHE sessions x 4: Aspiration Excellence Determination Optimism	3,4
	Advent	Presentation on Labour Market Information (LMI)	2
	Pentecost	Tutor group PSHE sessions x 7: Protected characteristics (inc. in the workplace)	6,4
	Lent	Linking Careers to the Curriculum In each curriculum area, students have a discussion with their class teachers about what Careers are available to them within their subject area.	4

	Pentecost	Act of Worship delivered on the topic of Vocations . Linked to the Catholic ethos of the school, this assembly encourages students to consider their own individual skills and talents and how they can use this in their chosen careers to benefit others.	3,4,8
	All year	Careers information board – Easily-accessible, up-to-date careers information and current opportunities.	2,4,5,7
YEAR 9	Lent	PSHE - Post-16 options This session aims to give students an overview of Post-16 options. This can help to inform the bigger picture when choosing GCSE options. This also helps students to map out possible career pathways and how to reach end goals.	4,8
	Lent	GCSE options Students explore GCSE options and are given information. This is delivered as whole-year session, as a GCSE options evening and as short information sessions within individual departments.	4,8
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	All year	Careers information board – Easily-accessible, up-to-date careers information and current opportunities.	2,4,5,7
YEAR 10	Minimum one during KS4	<p>Personal guidance careers meeting All Year KS4 students will meet with our school Career Advisor from Luminate Careers at least once over KS4. Meetings will be one-to-one, will last 40 minutes and guidance will be tailored to the individual student. All meetings involve:</p> <ul style="list-style-type: none"> - Goal setting - Exploring personal strengths - Exploring Post-16 options - Considering possible obstacles - Looking forward and points of action <p>All students will receive an action plan following their meeting via school email.</p> <p>Follow up appointments are scheduled for any students who require further assistance.</p>	2,3,4,8
	All year	Careers information board – Easily-accessible, up-to-date careers information and current opportunities.	2,4,5,7
	Pentecost	Presentation and Q & A with Apprenticeship expert. <i>2024 – ASK Apprenticeships</i>	2,5,7
	Pentecost	Presentation and Q & A with FE/HE representative. <i>2024 – Nottingham College</i>	7
	Pentecost	Presentation on Post-16 options from Careers Advisor. <i>2023 – Luminate Careers</i>	2,3,5,7
	Pentecost	Work experience taster A morning of sessions dedicated to offering students an insight into life in the workplace. This now takes place in school.	2,5,6
	Pentecost	Meaningful encounters Students will have meaningful encounters with employers/employees/FE providers.	2,5,7
	All year	Careers information board – Easily-accessible, up-to-date careers information and current opportunities.	2,4,5,7

	All year	Careers library – located in the library, here students have access to FE and Apprenticeship literature, prospectuses, and other marketing information from local providers.	3,5,7
YEAR 11	Advent	Careers Fair The Careers Fair takes place in early October and offers Year 11 students the chance to have one-to-one encounters with a range of providers from different career pathways. These include representatives from different Further Education and Training establishments. Year 10 are also invited to this event.	2,3,5,7,8
	Advent	College interview tips session - Session during tutor time which delivers interview tips to students as well as typical questions to expect at a college interview.	3,6
	Advent and Lent	Dedicated time during tutor time to provide notices and information on upcoming open days, vacancies, job opportunities. Some sessions may also include useful video clips for Post-16 inspiration.	2,5,7
	Minimum one during KS4	Personal guidance careers meeting All Year KS3 students will meet with our school Career Advisor from Luminate Careers at least once over KS3. Meetings will be one-to-one, will last 40 minutes and guidance will be tailored to the individual student. All meetings involve: - Goal setting - Exploring personal strengths - Exploring Post-16 options - Considering possible obstacles - Looking forward and points of action All students will receive an action plan following their meeting via school email. Follow up appointments are scheduled for any students who require further assistance.	2,3,4,8
	Pentecost	Meaningful encounters	2,5,7

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