

Elthorne Park High School Career Programme 2023 - 2024

The ethos at Elthorne Park High School is 'Achieving Excellence in a Learning Community'. We aim for all students to achieve personal and academic excellence. We succeed in this by placing equal emphasis on developing students' character and potential. The EPHS Careers Education Information, Advice and Guidance (CIEAG) programme is an important aspect of delivering on this promise. It provides our pupils with the opportunity to plan for and manage their career pathways effectively, ensuring progression which is ambitious and aspirational. It promotes equality of opportunity, celebrates diversity and challenges stereotypes.

Intent: to support pupils in making realistic and informed decisions about their future by raising aspirations and providing impartial and independent information and guidance. We will ensure that pupils:

- develop the skills and attitudes necessary to reach their full potential in adult and working life
- are aware of the range of opportunities which are realistically available to them in continued education and training at 14+, 16+ and 18+
- are equipped with the necessary decision-making skills to manage those same transitions
- develop an awareness of the wide variety of education, training and careers opportunities both locally and nationally
- use effectively the paper-based, virtual and staff resources available so they can make informed and appropriate choices throughout their school journey
- benefit from links fostered between the school, local businesses, community organisations, further and higher education establishments
- experience the world of work and develop transferable skills
- leave the school to enter employment, further education or training
- experience a culture of high aspirations, equality of opportunity, in which diversity is celebrated and stereotypes are challenged
- receive extra assistance and guidance to reach their potential, where this is necessary

We are always looking to further develop our CIEAG programme and engage with more employers, providers and parents/carers. Here are some ways in which you could get involved:

- Address a year group of students in assembly (08:45-09:10)
- Run a workshop about your job/industry/pathway to employment
- Talk to students studying a subject that links to your career
- Conduct mock interviews
- Offer work placements or shadowing opportunities to students
- Take students on a tour of your workplace.

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Gatsby Benchmarks

Our school's careers programme is compliant with statutory guidance for schools and colleges and places focus on using the Gatsby Benchmarks as a framework for best practice. 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 student
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

Overview of events and activities:

Year Group	Objectives	Activities	Gatsby Benchmark
All year groups	Explore and experience a range of jobs and pathways to employment	<ul style="list-style-type: none"> • Targeted assemblies / Employer & employee presentations 	2,4,5
	To understand curriculum links to career choices	<ul style="list-style-type: none"> • Independent access to Career Pilot resources including quizzes and activities 	1, 2, 4, 5
	To recognise trends and factors in the current labour market	<ul style="list-style-type: none"> • PSHCE & Careers Bulletins (student intranet / SMHW) 	2,4
		<ul style="list-style-type: none"> • EWOD Programme – x3 per year 	5,6
Year 7	Understand the importance of work to the individual and society	<ul style="list-style-type: none"> • PSCHE SOW: Unifrog registration and presentations (x9 hours) 	1,2,4,5
	Explain what employers look for and develop employability skills		
	To recognise the value of positive and structured communication		
	Research dream jobs and the skills and qualities needed		
	Develop employability skills: focus on leadership and communication	<ul style="list-style-type: none"> • PD tutor time sessions linked to employability skills 	4
	Analyse links between personal choices and future lives	<ul style="list-style-type: none"> • Your Life You Choose (EWOD) 	5

	Recognise that different people have different careers and aspirations and explore interests	<ul style="list-style-type: none"> Year / Key Stage Lead assemblies (speakers) PSCHE SOW: Unifrog registration and presentations (x9 hours) 	2,4
Year 8	Consider the importance of ethical consumerism and sustainable development	<ul style="list-style-type: none"> PSHCE SOW: Sustainable futures (x9 hours) 	1, 2
	Develop employability skills: focus on leadership and communication	<ul style="list-style-type: none"> PD tutor time sessions linked to employability skills 	4
	Consider how career aspirations have developed since year 7	<ul style="list-style-type: none"> Unifrog profile update (x1 hour contact + HW tasks) 	1,2,4
Year 9	Interact and learn from experienced employers and other members of the labour market	<ul style="list-style-type: none"> Attend internal careers fair Employability workshops (EWOD) 	2,4,5
	Explore a range of job sectors	<ul style="list-style-type: none"> Unifrog Profile Update (x4 hours) 	2,5
	Make informed choices about options pathways	<ul style="list-style-type: none"> Attend GCSE Options Taster Day (EWOD) Post 16 Taster Sessions (EWOD) External Apprenticeship presentation (EWOD) Attend GCSE Options Information Evening 	2, 4
Year 10	To practise writing formal applications	<ul style="list-style-type: none"> PSCHE SOW – Employability & Your Future (x7 hours) 	4
	To understand learning opportunities, options and pathways post 16	<ul style="list-style-type: none"> PSHCE SOW / presentation from Connexions 	2,4
	To access individual advice from personal advisors	<ul style="list-style-type: none"> Prioritised appointments with Connexions 	3,8
	To recognise the importance of employability skills and motivation in shaping our futures.	<ul style="list-style-type: none"> 5 day work experience placement (EWOD / Summer) Mock interviews (EWOD) University Life Workshop (EWOD) Apprenticeship presentation (assembly) 	4,5,6
Year 11	To understand up to date labour market information	<ul style="list-style-type: none"> Unifrog Profile Update PSCE SOW (Personal Finance x 7 lessons) 	2,4,5,8
	To develop employability skills	<ul style="list-style-type: none"> PSHCE SOW (Post 16 pathways x7 hours) 	2,4,5

		<ul style="list-style-type: none"> Attend 'Next Steps Interview' with SLT 	4,8
		<ul style="list-style-type: none"> PPE results day reflection tasks 	4
		<ul style="list-style-type: none"> PSHCE SOW (personal finance x7 hours) 	4
	Interact and learn from experienced employers and other members of the labour market	<ul style="list-style-type: none"> Attend internal careers fair (EWOD) 	2,4,5
		<ul style="list-style-type: none"> Weekly Connexions drop in session 	2,4,8
	To understand realistic and up-to-date post 16 study options	<ul style="list-style-type: none"> Year ahead evening Sixth Form information evening Sixth Form Taster Day / Sixth Form induction day Local colleges invited to present in assembly and attend results day 	4,7
	To have high aspirations for future employability options	<ul style="list-style-type: none"> University Life workshops (EWOD) 	4,7
Year 12	Develop employability skills and experiences linked to post-18 study	<ul style="list-style-type: none"> Enrichment lessons (1 per fortnight) 	4
			4,5,6
	Research and understand Post-18 pathway options	<ul style="list-style-type: none"> PSHCE SOW (registering for Unifrog and developing UCAS profile) 	2,4,5,6
		<ul style="list-style-type: none"> Register for Career Pilot Pathway Planner 	2,4,5,8
	Access a range of information about UCAS & Apprenticeship Options	<ul style="list-style-type: none"> Attend UCAS & Apprenticeships Discovery Day (Autumn term) 	2,4,5,6
		<ul style="list-style-type: none"> Authorised absence for UCAS Fair (Spring Term) Authorised absence for university taster days 	2,4,5,6
	Research future job opportunities and pathways	<ul style="list-style-type: none"> Attend internal careers fair (EWOD) 	2,4,5
	To have high aspirations for future employability options	<ul style="list-style-type: none"> Aspirations/ UCAS Day (summer term) 	4,7
Year 13	To develop the skills needed to live and / or work independently	<ul style="list-style-type: none"> PSHCE SOW (personal finance) 	4
		<ul style="list-style-type: none"> Attend university options days 	4

	To research and / or take part in work place or study experiences	<ul style="list-style-type: none"> Weekly year team bulletin (advertising virtual work and study experience opportunities) 3 day work experience placement 	2,6,7
	To develop employability skills	<ul style="list-style-type: none"> Enrichment lessons / EPQ submission Personal statement writing and individualised support from UCAS or apprenticeship mentor 	2,4

Additional Targeted Provision:

Cohort	Learning Objectives	Activities	Gatsby Benchmark
Early Entry / Oxbridge	To prepare students for potential Oxbridge applications	<ul style="list-style-type: none"> St John's Inspire Programme (Year 11) Early Entry Programme (Year 12) Mock Interviews 	4,7 4, 8
	To prepare students for pathways into medicine	<ul style="list-style-type: none"> Virtual work experience (Year 12) MedSoc Mentoring from STEM ambassadors Early Entry Programme (Year 12) 	4,5,6,7 4, 8
Pre-NEET	To support students to make informed decisions about their learning and careers	<ul style="list-style-type: none"> Prioritised Connexions Appointments (Years 10,11,13) Local trips to colleges and alternative provisions options Differentiated taster day to include application and apprenticeships support EYEPS- SPARK! Ealing Youth Employability programme 	3, 4,7,8
SEN Students	To support students to make informed decisions about their learning and careers	<ul style="list-style-type: none"> Mentoring from SEN staff 	3, 4,7,8

		<ul style="list-style-type: none"> • Local trips to colleges and alternative provisions options such as Brunel University Annual Disability Awareness Day • Differentiated taster day to include application and apprenticeships support • Connexions support during annual reviews • Connexions advisor sessions during induction day 	
Vocational pathway students	To support students to make informed decisions about their learning and careers	<ul style="list-style-type: none"> • Local trips to colleges and alternative provisions options such as Royal Holloway industry day • Guest speakers arranged via CLs such as pathways into medicine and nursing (H&SC). • Virtual experiences organised by CLs such as the Cabinet Office Race Equality Network (CORE) Annual Youth for Government & Politics students. • Targeted support from the pastoral team (KHA) 	

