

Elthorne Park High School Career Programme 2024 - 2025

The ethos at Elthorne Park High School is 'Achieving Excellence in a Learning Community' and we aim for all students to achieve personal and academic excellence. We succeed in this by placing great emphasis on character development and offering pupils extensive opportunities that help instil in them a sense of self-efficacy. We want all students to have the highest levels of personal aspiration. The EPHS Careers Education Information, Advice and Guidance (CEIAG) 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 full 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 CEIAG provision 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.

Further details of opportunities to contribute to our programme can be found in our [Provider Access Statement](#).
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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

Unifrog:

EPHS is a proud partner of Unifrog. All students, staff and parents have access to the platform including a wide range of career profile resources; competency and skills analysis tools; prospectuses and up to date Labour Market Information (LMI). Students are also provided regular opportunities to keep an accurate record of their CEIAG progress including interactions with employers, employees and educational providers.

Overview of events and activities:

Year Group	Objectives	Activities	Gatsby Benchmark
All year groups	<p>Explore and experience a range of jobs and pathways to employment</p> <p>To understand curriculum links to career choices.</p> <p>To recognise trends and factors in the current labour market.</p> <p>Keep accurate record of CEIAG interactions and guidance advice.</p> <p>To develop key employability skills.</p> <p>Make timely use of impartial advice & guidance.</p>	<ul style="list-style-type: none"> ● Targeted assemblies / employer & employee presentations ● Independent access to Unifrog resources including LMI, careers profiles, quizzes and activities ● PSHCE & Careers Bulletins (student intranet / SMHW) ● EWOD Programme – x3 per year ● Student leadership opportunities & applications ● Connexions PA appointments 	1,2,3,4,5,6,7

Year 7	Understand the importance of work to the individual and society 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	<ul style="list-style-type: none"> PSHCE SOW - Unifrog Launch / Me & My Passions x 9 hours 	1,2,4,5
	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 (July EWOD)/ Visit to Higher Education Institutions (March EWOD) 	5, 7
	Recognise that different people have different careers and aspirations and explore interests	<ul style="list-style-type: none"> Year / Key Stage Lead / Guest Speaker assemblies PSHCE SOW - Unifrog Launch / Me & My Passions x9 lessons 	2,4
Year 8	Consider the importance of ethical consumerism and sustainable development	<ul style="list-style-type: none"> PSHCE SOW: Responsible Citizenship (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 	1, 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 Independent access to Unifrog PSHCE SOW: Post 14 Options & The Labour Market (x7 hours) Employability workshops (EWOD) 	2,4,5, 7
	Explore a range of job sectors	<ul style="list-style-type: none"> Unifrog Profile Update (x4 hours & independent learning) 	1, 2, 3,5
	Make informed choices about options pathways	<ul style="list-style-type: none"> Attend Post 14 Options Taster Day (EWOD)) ASK Assembly Attend Post 14 Options Information Evening 	2, 4, 5, 7

		<ul style="list-style-type: none"> ● PSHCE SOW: Post 14 Options & The Labour Market (x7 hours) 	
Year 10	To practise writing formal applications and understand employability skills.	<ul style="list-style-type: none"> ● PSCE SOW – Equality and the World of Work (x7 hours) ● PSCE SOW – Preparing for WEX (x5 hours) 	1, 2, 3, 4
	To understand learning opportunities, options and pathways post 16	<ul style="list-style-type: none"> ● ASK / EDT Assembly ● Independent access to Unifrog 	1, 2, 3, 4, 5
	To access individual advice from personal advisors	<ul style="list-style-type: none"> ● Prioritised appointments with Connexions PA 	3,8
	To recognise the importance of employability skills and motivation in shaping our futures. Experience meaningful interactions with providers of degrees, apprenticeships, internships.	<ul style="list-style-type: none"> ● 3 day work experience placement (EWOD / Summer) / authorised absence for virtual work experience ● Mock interviews (EWOD) ● University Life Workshop (EWOD) ● ASK Assembly 	4,5,6, 7
Year 11	To understand up to date labour market information	<ul style="list-style-type: none"> ● Unifrog Profile Updates ● PSCE SOW - Preparing for the World Place (x3 hours) 	2,4,5,8
	To develop employability skills	<ul style="list-style-type: none"> ● PSHCE SOW - Post 16 Pathways x10 hours ● Attend 'Next Steps Interview' with SLT ● PPE results day reflection tasks 	2,4,5 4,8 1,4,3
	Interact and learn from experienced employers and other members of the labour market	<ul style="list-style-type: none"> ● Attend internal careers fair (EWOD) ● Weekly Connexions drop in session 	2,4,5 2,4,8
	To understand realistic, aspirational and up-to-date post 16 study options	<ul style="list-style-type: none"> ● Year ahead evening ● Post 18 Information Evening 	4,7
	To have high aspirations for future employability options	<ul style="list-style-type: none"> ● Post 16 Taster Day / Sixth Form Induction Day 	

		<ul style="list-style-type: none"> ● ASK Assembly 	
Year 12	Develop employability skills and experiences linked to post-18 study	<ul style="list-style-type: none"> ● Enrichment SOW - Life SKills & Healthy Living 	1, 4 4,5,6
	Research and understand Post-18 pathway options.	<ul style="list-style-type: none"> ● PSHCE SOW - Post 18 Applications (x14 hours) ● Summer EWOD - Post 18 Aspirations 	1, 2,4,5,6 2,4,5,8
	Experience meaningful interactions with providers of degrees, apprenticeships, internships and entry level employment opportunities.	<ul style="list-style-type: none"> ● Attend What University What Career Live (Autumn Term) ● Authorised absence for UCAS Fair (Spring Term) ● Authorised absence for university taster days (misc) ● ASK Assembly 	2,4,5,6,7
	To have high aspirations for future employability options	<ul style="list-style-type: none"> ● PSCHE SOW - Transition & Confidence (x7 hours) 	1,4,7
Year 13	To develop the skills needed to live and / or work independently including financial & digital literacy	<ul style="list-style-type: none"> ● PSHCE SOW Preparing for Adulthood (x7 hours) ● Attend university options days ● Authorised absence for university taster days (misc) 	1,4 1,7 1,3,7
	To research and / or take part in workplace or study experiences	<ul style="list-style-type: none"> ● PSCHE SOW - Post 18 Applications (x4 hours) ● Authorised absence for virtual or in person WEX ● Career mentoring ● UCAS & Applications Clinic (November EWOD) 	2,6,7, 8
	To develop employability skills	<ul style="list-style-type: none"> ● Enrichment SOW - Life SKills & Healthy Living ● Open opportunity to study for an EPQ ● Personal statement writing and individualised support from Post 18 mentor 	1,2,3,4, 8

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 Hugh's College Outreach Programme ● Curriculum enrichment clubs & reading groups ● Application clinics, mentoring & mock assessment / interviews 	1, 4, 3,6,7,
	To prepare students for pathways into medicine.	<ul style="list-style-type: none"> ● Pathway 2 Medicine Programme ● In person & virtual work experience ● Application clinics, mentoring & mock assessment / interviews 	1, 3, 4,5,6,7
Pre-NEET / Priority Students	To support students to make informed decisions about their learning and careers	<ul style="list-style-type: none"> ● Prioritised Connexions Appointments ● Local trips to colleges and alternative provisions options ● EYEPS- SPARK! Ealing Youth Employability programme ● Targeted support form pastoral team ● Enhanced access to English & Maths lessons 	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 ● Local trips to colleges and alternative provisions options such as Brunel University Annual Disability Awareness Day ● Links with local supported internship providers ● Connexions support during annual reviews ● Connexions advisor sessions during induction day 	3, 4,7,8

