

Careers Programme Broadwater School Intent Implementation and Impact

Intent

Our school principles of 'Work Hard, Be Kind and Make a Difference' are integral to our careers programme and central to the school ethos. We aim to inspire our students to be excited about the world of work and their future careers resulting in them having a rewarding career leading to them making a positive contribution to the communities they live in. We have high aspirations for our students and want them to succeed in their education both at Broadwater and beyond to enable them to have highly professional and rewarding careers.

Our careers curriculum is ambitious and contains age-appropriate content and delivers a breadth of opportunities and experiences. It encourages our students to understand the wide range of future pathways available including technical, vocational and academic routes. We specifically ensure that students know what all the options are with regards to their next education step and monitor their destinations carefully.

The careers programme is integrated into all aspects of school life, and we consider it everyone's responsibility to ensure our students become more independent, confident and resilient learners. We challenge career stereotypes, make explicit the links to their learning and the world of work and encourage an ethos of lifelong learning in line with the Greenshaw Learning motto of 'Always Learning'.

Implementation

- Our careers curriculum is logically sequenced and ensures that students build on their previous knowledge and understanding. It is based around the Gatsby Benchmarks and uses the platform Unifrog to record their interaction with the school careers programme.
- The careers programme is mapped from year 7 through to Y11
- Unbiased 1:1 careers advice from careers advisors provided by Innervate
- A schedule of whole school careers events including careers talks, careers fairs, mock interviews, 6th form careers talks, apprenticeship workshops, work experience, assemblies, National Careers Week programme and options support.
- Students with special educational needs and disabilities, or those from disadvantaged groups, develop their skills in a safe and aspirational environment, to enable them reach their full potential and prepare them for their next transition point.

- Providing advice, information, guidance and support which will encourage further engagement with all stakeholders such as parents/carers, families, staff and employers.
- Teachers confidently embed careers within their own subjects (SOW), and are able to link their own expert subject knowledge to the world of work and can explain the range of pathways available, giving unbiased options.
- Regular communication, advice, information, guidance to support all stakeholders and encourage further engagement through a range of communication channels such as Newsletters, Social media, Email, Website etc.
- We have established close working relationships with all stakeholders including community and local business networks, Enterprise Adviser, Enterprise Co-ordinator, local educational providers and Innervate.

Impact

- All students feel empowered and well informed on future careers opportunities and are positive about their future careers
- NEET students are well supported and all students have a secured place for continued education or employment upon leaving Broadwater School.
- Teacher CPD. Subject teachers are expert in their delivery and confident in how their subject links to the world of work, and the variety of pathways and options.
- Students develop competencies and employability skills. They become motivated, understanding they can make a contribution to school, the community and society and have a positive attitude towards lifelong learning.
- Data such as destination, shows a range of positive outcomes, as students move successfully, at all transition points, onto sustainable pathways.

Accountability

- The Link Governor & Governing Body are responsible for overseeing the quality and content, and monitoring the impact that the careers provision, ensuring independent careers guidance is provided in an impartial manner.
- The Senior Leadership Team is responsible for supporting and embedding a stable and structured, strategic careers programme in school. They annually review and evaluate the programme, from data, technology and feedback, to ensure its overall effectiveness and drive improvements.
- The Link SLT Careers Line Manager is responsible for the management and is accountable for quality assuring the strategic careers programme, its implementation and improvement, ensuring it aligns with the CDI and Gatsby Frameworks.
- The Careers Leader is responsible for the development and implementation of the effective careers plan to help prepare young people for the choices and transitions in Education, Training and Employment. Providing independent personal advice and guidance in 1:1 and/or group sessions and coordinating other specific activities such

as arranging career talks and assemblies, organising college applications and references, organising external speakers and the Year 10 World of Work (WOW, Insights into Industry), providing employers for mock interview events, careers trips, career fairs, STEM event, Employer/Further/Higher Education visits and engagements, tracking and reporting destination data, as well as the documenting and tracking of all career activities.

- The Head of Year/Head of Department is responsible for facilitating and/or delivering career information at key transitional points and incorporating career learning within their curriculum linked to real-world career paths.
- The Subject Teachers are responsible for linking and embedding careers within curriculum learning using their own expert knowledge to explain a range of pathways and options.
- The SEMLEP Coordinator supports our careers provision by growing business relationships and networks. They provide a source of local expertise and Labour Market Information which aligns with the area development plan.
- The Careers and Enterprise Company supports us with audit tools and access to a wide range of resources and advice, creating collaborative working between schools, which enables us to share best practice.
- The Enterprise Adviser is a professional from business who works in a voluntary capacity with the Careers Leaders and Senior Leadership Team to provide industry specific connections and employer engagement opportunities, to help drive improvements in the school's provision.
- The Enterprise Coordinator provides a local source of expertise, support externally and is responsible for providing collaboration opportunities, CPD, cluster hubs and networks which enables us to share best practice.