

Careers Programme 2022-23

At St Paul's Way Trust School, we are committed to providing **all** learners with access to a high quality and stable careers programme. We strive to develop our students into successful global citizens, fully prepared and able to meet the demands of adult working life both in Britain and the wider, international labour market. This careers programme takes “Vision”, as one of our six graduate strands, and develops it into the “Transform, Inspire, Succeed” programme.

- To **TRANSFORM** learners through a series of entrepreneurial programmes and classroom careers learning that encapsulates the importance of subject learning and its relation to the global labour market.
- To **INSPIRE** learners through both subject specific and broader mentoring, as well as engagement with external providers.
- To **SUCCEED** by embedding strategies that focus on pathways and the learner’s future in the labour market such as, interview preparation, pathways mentoring and work experience.

	Aims	TRANSFORM, INSPIRE, SUCCEED at SPWT				Gatsby Benchmarks*	CDI Framework*
		All-Year Round	Autumn Term	Spring Term	Summer Term		
Year 7	Introducing Careers Education	<ul style="list-style-type: none"> ○ Careers Assemblies: <i>Employer Engagement, Further Education and College Encounters</i> ○ Careers Library: <i>Access to Information Sources and Further Reading</i> ○ Careers Hub: <i>Opportunity to have a careers appointment with a trained careers adviser</i> ○ Careers Podcast: In Conversation With... <i>Student led conversational interview where staff share experiences on their journey to their career</i> 	<ul style="list-style-type: none"> ○ Curriculum Enhancement Experience ○ Parents’ Careers Week 	<ul style="list-style-type: none"> ○ QMUL: Expressing yourself at university ○ The Switch Money Matters Workshop 	<ul style="list-style-type: none"> ○ Curriculum Enhancement Experience ○ SPWT Careers Fair ○ Science Summer School 	1, 2, 3, 4, 5, 7	Grow and Explore
Year 8	Exploring Careers		<ul style="list-style-type: none"> ○ QMUL: GCSE Choices ○ Parents’ Career Week 	<ul style="list-style-type: none"> ○ Curriculum Enhancement Experience ○ The Switch Skills for Success Workshop 	<ul style="list-style-type: none"> ○ Curriculum Enhancement Experience ○ SPWT Careers Fair ○ Science Summer School 	1, 2, 3, 4, 5, 7	Grow, Explore & Create
Year 9	Pathways and Opportunities		<ul style="list-style-type: none"> ○ Curriculum Enhancement Experience ○ The Switch Options and Careers ○ Parents’ Careers Week 	<ul style="list-style-type: none"> ○ Pathways Event 	<ul style="list-style-type: none"> ○ QMUL: Benefits of Higher Education ○ Science Summer School 	1, 2, 3, 4, 5, 7	Grow, Explore, Create, & Manage
Year 10	Understanding the World of Work		<ul style="list-style-type: none"> ○ QMUL: Creating your own degree ○ Parents’ Careers Week ○ Careers Live Event (Led by Sector) 	<ul style="list-style-type: none"> ○ SPWT Careers Fair ○ Careers Live Event (Led by Sector) 	<ul style="list-style-type: none"> ○ Work Experience ○ Post-16 Preparation Programme ○ Science Summer School 	1, 2, 3, 4, 5, 6, 7	Grow, Explore, Create, Manage, Balance & The Big Picture
Year 11	Post-16 Destinations		<ul style="list-style-type: none"> ○ Virtual Work Experience ○ Career Interviews & Application Support ○ Parents’ Careers Week 	<ul style="list-style-type: none"> ○ Career Interviews 	Study Leave and Exams Period	1, 2, 3, 4, 5, 6, 7, 8	Grow, Explore, Manage, Create, Balance & The Big Picture
Year 12	Exploring Post-18 Options		<ul style="list-style-type: none"> ○ Introduction to Apprenticeships ○ Parents’ Careers Week 	<ul style="list-style-type: none"> ○ Bancroft’s Careers/ University Fair ○ Work Experience 	<ul style="list-style-type: none"> ○ QMUL: Applying to university & Researching courses ○ The Switch CV & Assessment Centres ○ Science Summer School 	1, 2, 3, 4, 5, 6, 7	Grow, Explore, Manage, Create, Balance & The Big Picture
Year 13	Post-18/Higher Education	<ul style="list-style-type: none"> ○ Post-18 Career Interviews ○ UCAS Application Support ○ Parents’ Career Week 	<ul style="list-style-type: none"> ○ Curriculum Enhancement Experience ○ QMUL: Preparing for Higher Education, Student Finance & Budgeting ○ Post-18 Career Interviews 	Study Leave and Exams Period	1, 2, 3, 4, 5, 7, 8	Grow, Explore, Manage, Create, Balance & The Big Picture	

*See page 3 for the full list and description of the Gatsby Benchmarks and CDI Framework

ADDITIONAL OPPORTUNITIES FOR SELECTED STUDENTS

St Paul's Way Trust School benefits from numerous partnerships, both formally via service level agreements and informally via programmes of sustained engagement. These partnerships cover a broad range of industries in both the charity and corporate sectors. Through these strong partnerships, St Paul's Way Trust School is able to provide an independent, impartial and tailored programme of support for our learners to achieve their full potential. These are the internally and externally-led additional career activities and events we will be offering selected students from each year group throughout the academic year 2022-23.

	Aims	Additional Opportunities for Selected Students
Year 7	Introducing Careers Education	<ul style="list-style-type: none"> ○ IntoUniversity Programme ○ L&Q Learning to Succeed Programme ○ SPWT Career Champions (Student Voice)
Year 8	Exploring Careers	<ul style="list-style-type: none"> ○ The Prince's Trust Mosaic Mentoring Programme ○ IntoUniversity Programme ○ L&Q Learning to Succeed Programme ○ SPWT Career Champions (Student Voice)
Year 9	Pathways and Opportunities	<ul style="list-style-type: none"> ○ Everfi/J.P. Morgan The School's Challenge Programme ○ The Prince's Trust Enterprise Challenge ○ IntoUniversity Programme ○ L&Q Learning to Succeed Programme ○ SPWT Career Champions (Student Voice)
Year 10	Understanding the World of Work	<ul style="list-style-type: none"> ○ Worshipful Company of Barbers Medical Careers Carousel Event ○ IntoUniversity Programme ○ Jack Petchey Speak Out Challenge ○ SPWT Career Champions (Student Voice)
Year 11	Post-16 Destinations	<ul style="list-style-type: none"> ○ ASK Apprenticeship Support ○ IntoUniversity Programme ○ L&Q Learning to Succeed Programme ○ SPWT Career Champions (Student Voice) ○
Year 12	Exploring Post-18 Options	<ul style="list-style-type: none"> ○ Young Curators Art Programme ○ Drapers' Creative Careers Evening ○ Bancroft's School University Admissions Workshop ○ Bancroft's School Law Day at the Royal Courts of Justice ○ Drapers' Den Competition ○ IntoUniversity Programme ○ Investec, Mimecast & Arrival Education Access Network Programme ○ Morgan Stanley & Arrival Education Advancing Futures Programme ○ J.P. Morgan Futures Day ○ SPWT Career Champions (Student Voice)
Year 13	Post-18/Higher Education	<ul style="list-style-type: none"> ○ Drapers' Creative Careers Evening ○ ASK Apprenticeship Support ○ Bancroft's School Bespoke Law Mentoring Programme ○ IntoUniversity Programme ○ L&Q Learning to Succeed Programme ○ J.P. Morgan Futures Day ○ SPWT Career Champions (Student Voice)

Gatsby Benchmarks

Benchmark	Description
1. A stable careers programme	Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers and employers.
2. Learning from career and labour market information	Every pupil, and their parents, should have access to good-quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.
3. Addressing the needs of each pupil	Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school's careers programme should embed equality and diversity considerations throughout.
4. Linking curriculum learning to careers	All teachers should link curriculum learning with careers. For example, STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.
5. Encounters with employers and employees	Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.
6. Experiences of workplaces	Every pupil should have first-hand experiences* of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.
7. Encounters with further and higher education	All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.
8. Personal guidance	Every pupil should have opportunities for guidance interviews with a careers adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but should be timed to meet their individual needs.

Career Development Framework (CDI Framework)

The CDI's Career Development Framework describes the six career development skills that people need to have positive careers.

Benchmark	Description
Grow Throughout Life 	Grow throughout life by learning and reflecting on yourself, your background, and your strengths.
Explore Possibilities 	Explore the full range of possibilities open to you and learn about recruitment processes and the culture of different workplaces.
Manage Career 	Manage your career actively, make the most of opportunities and learn from setbacks.
Create Opportunities 	Create opportunities by being proactive and building positive relationships with others.
Balance Life and Work 	Balance your life as a worker and/or entrepreneur with your wellbeing, other interests and your involvement with your family and community.
See the Big Picture 	See the big picture by paying attention to how the economy, politics and society connect with your own life and career.