



St. George's School
A Church of England Academy

Careers Education Information & Guidance

School Careers Lead: Mrs T. Milner

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Careers Education Information & Guidance is provided in a range of ways across a pupil's 5 years at St George's and aims to help a pupil:

- Understand more about their career options
- Become more aware of their skills and what they need to achieve their career goals
- Feel more confident making decisions about their career
- Feel better prepared to achieve their career goal
- Understand the importance of considering current and future job trends in their career decision making

Our Careers planning is made with consideration to the eight Gatsby benchmarks ; these are the benchmarks of good Career Guidance. We track careers activity on software called a Compass Tracker. This scores us against a national average. We currently score higher than National Average.

1. A stable careers programme

Mrs Milner has supported careers in St George's for over 10 years, holds a careers qualification and has excellent links with all the local Further and Higher Education and apprenticeship providers. Our independent careers advisor Phil Palfrey has worked with the school for a number of years and is well known to the pupils. The careers programme is adapted annually to take advantage of opportunities and to engage with external partners such as the Careers and Enterprise Company.

2. Learning from career and labour market information

Having an awareness of local and national labour markets and the predicted trends lets pupils and parents know where the jobs are. Some sectors are predicted to grow and others may be in decline. This can help shape ideas as to what and where the best opportunities are in the area. We are developing some pupil friendly labour market information that will help us share this information.

3. Addressing the needs of each pupil

All pupils are provided with access to group and 1 to 1 guidance over their time at St George's through guidance interviews and drop ins. Specialised support is given to pupils with additional education needs. Targeted activity and enrichment is offered in a range of career related areas as well as whole year group activities to make sure all pupils are supported. Careers support is available at consultation evenings and our careers conventions for parents to access alongside pupils.

4. Linking curriculum learning to careers

School encourages departments to highlight careers related to their subject areas. The Your Future Your Choice event, which pupils attend in the year they are opting, links subjects to career areas to help pupils plan their options. The school has partnership working with De Puy Synthes, a medical device company, who provides a life science and healthcare activity for Year 9, this links science to careers. This year, Years 7 & 8 will experience a BAE Maths Challenge roadshow showing the link with maths and their business.

5. Encounters with employers and employees

Gatsby research found that pupils that have 5 meaningful encounters with employees across their time at secondary school are less likely to be NEET (not in education, employment or training) in the future. A typical example of the encounters our pupils had last year are:

Year 7: World of Work Day - with pupils meeting and working with 8 St George's Alumni from a range of occupations who talked with small groups about their jobs and the routes they took to get there.

Year 8: Your Future Your Choice - option support event with a wide range of employers and education providers.

Year 9: Healthcare and Life Science Day - supported by employees from De Puy

Year 10: Mock Interviews - with a local employer/ employee. One week Work Experience placement in a local organisation. Access to our careers convention which is supported by large employers including Armed Forces, NHS, Westinghouse as well as education providers

Year 11: Access to the careers convention.

We continue to build our relationships with our St George's past pupils with our Alumni programme and seek to use their support in a range of ways. For any past pupils wishing to join the link is:

<https://networks.futurefirst.org.uk/former-student/stgeorgesblackpool>

6. Experiences of workplaces

All Year 10 receive the opportunity to carry out a one week placement in the summer term. We have also had opportunities to visit De Puy and this year some pupils will visit The Department of Work and Pensions Peel Park Site. Our independent careers advisor has stated that it is evident from the interviews he conducts with our pupils that the work experience really helps pupils consider their options. That time in the workplace influences their thoughts about their future plans and by year 11 most pupils have firm ideas of a future route.

7. Encounters with further and higher education

St George's is a partner school with the University of Cumbria and they offer a mentor programme and campus visits to help pupils increase their thinking about university education. We also link with other local universities when opportunities arise and have had Oxbridge talks for pupils.

8. Personal guidance

As well as our careers lead holding a professional careers qualification, in line with national good practice we employ the services of an Independent Careers Advisor, Phil Palfrey. Phil is in school one day a week and carries out 1to1 appointments, group guidance and a lunchtime drop in. He has worked with the school for a number of years and has good relationships with the pupils.

Summary of provision

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Target group	Careers and work-related education activities including financial capability, enterprise and employability	Careers information, advice and guidance
Whole School	<p>New resource funded by Careers Enterprise Funding</p> <p>Alumni Development: Digital toolkit to manage the alumni relationships and alumni officer to support and help plan activity</p> <p>2 World of work days using the alumni contacts created.</p> <p>Project based days with alumni supporting</p> <p>Register pupils on STAR from U-Xplore careers site.</p>	<p>Careers Library permanent whole school resource. Place to research careers and source latest careers literature.</p> <p>8, 9 & 10 Careers information available for form use.</p> <p>Literature from FE & HE. College group resource can be used to support SMSC and general CEIAG activity and enquiry. Good stock of FE & HE prospectuses available to forms</p>
Year 7	<p>SMSC Self Awareness strengths Autumn term, reflection self-awareness</p> <p>SMSC Extra interests and hobbies and link to careers Spring Term. Awareness of the importance of getting involved and developing skills</p> <p>SMSC Self Review Summer Term reflection self-awareness</p> <p>SMSC Visitor week HE theme Summer term HE awareness</p>	<p>BAE Maths Challenge Roadshow</p> <p>A visiting activity in the Autumn term</p> <p>World of work day using the alumni contacts created.</p> <p>Project based days with alumni supporting Summer 18</p>
Year 8	<p>SMSC Self review: Spring term Reflection self-awareness</p> <p>SMSC Stereotyping Summer term, Awareness of stereotyping</p> <p>SMSC Visitor HE theme summer term HE awareness</p> <p>World of Work Careers Event Careers and Enterprise Funded</p>	<p>Careers small group meeting PP pupils:</p> <p>Summer term whole year group. To discuss early career thoughts and options for the future.</p> <p>SMSC SWOT Analysis Summer Term Self-assessment and awareness of skills linked to jobs</p> <p>Our Future Our Choice Options Event. To showcase careers</p> <p>linked to subjects. January Pre options Greater consideration of where options choices can lead you</p> <p>Options evening. All HOD attend to discuss option choice subjects, whole year and parents. Advice and guidance on options process and choices.</p>

<p>Year 9</p>	<p>SMSC Skills Review – Self-awareness Autumn Term Awareness and assessment of skills</p> <p>SMSC 5 sessions on Decision making skills Spring term / summer term. How we take decisions and thinking / debating a decision.</p> <p>SMSC Self review: Summer term, self-awareness</p> <p>SMSC SWOT analysis: Summer term, self-awareness</p>	<p>SMSC Job Quiz: Summer term, opportunity awareness</p> <p>Employability Master class: World of work employability master class for whole year group. Focusing on LEP priority areas where there are potential skills gaps.</p> <p>Uni of Cumbria Mentoring and visit enrichment activity for a small group.</p> <p>Health and Life Science Day supported by De Puy</p>
<p>Year 10</p>	<p>Workplace Health & Safety Session-Pre work Experience Whole year group for placement preparation and awareness of workplace health and safety.</p> <p>College, sixth form, training provider taster opportunities. Summer Term Whole year group various options to visit post 16 providers Greater opportunity awareness and aspiration development.</p> <p>Work Experience 1 week placement open to all Yr 10 pupils. Summer Term Whole year. Awareness of work and skill development.</p> <p>SMSC Visitor week HE theme. Summer term, whole year. HE awareness</p>	<p>Group interviews with Independent Careers advisor Summer Term Whole Year Early discussion around post Yr 11 options and routes.</p> <p>Careers Convention November Years 10 & 11 + parents invited. Opportunity awareness</p> <p>HE talks Lancaster, Summer Term Able and first in family targeted. HE Awareness raising.</p> <p>Mock Interview Whole year mock interviews with EBP NW part of Careers and Enterprise funding Spring term. Aim to continue with alumni and business volunteers taster visit opportunities to FE providers in the Summer Term</p>
<p>Year 11</p>	<p>SMSC Letters of application Autumn Term Whole year Career planning</p> <p>SMSC: Which job will I get? Summer term Whole year Opportunity awareness and planning</p> <p>SMSC Interviews Spring Term, whole year application Support</p> <p>SMSC CV writing: Autumn Term, whole year application support</p> <p>SMSC Financial planning /wages: Summer term whole year Financial planning/ awareness</p> <p>SMSC Visitor week HE theme Spring term Whole year HE awareness</p> <p>Post 16 provider campus/ site visits various Targeted</p>	<p>1 to 1 Careers interviews with Independent Careers Advisor Autumn/ Spring term Whole year. Post 16 action planning</p> <p>Careers Convention Autumn Term Whole year invite and parents Post16 opportunity awareness</p> <p>Post 16 provider talks Autumn & Spring term Menu of talks some whole year some opt in Post16 opportunity awareness.</p> <p>Monthly post 16 drop in sessions B&FC & BSF others various dates. Autumn & Spring term Open to whole year. Application support</p> <p>In school interviews BSF and B&FC</p> <p>Additional Guidance SEND pupils. Transition plans to be completed by Phil Palfrey after withdrawal of LA provision</p>

	transition support SEN/ LAC PP. potential NEET as required Transition support	CLA Pupils : Additional guidance and transition plan by authority Ian Carr to facilitate with liaison with Mrs Milner
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Sheet 4 -Calendar of main activities and events

Time of Year	Yr. 7,8 & 9	Yr.10 & 11
Ongoing	Careers Library in Hub Careers Advisor available weekly drop in. SMSC activities weekly	Careers Library in Hub Monthly FE drop in Yr 10&11 Careers Advisor available weekly drop in. SMSC activities weekly
September	BAE Maths challenge Yr 7 & 8 Employability Masterclass Year 9	FE Talks to yr. 11, Drop in Guidance, 1to1 interviews. Yr.11
October		FE Talks to yr. 11, Drop in Guidance, 1to1 interviews Yr.11
November	Stem Challenge yr. 9 team.	Careers Convention years 10&11 and parents HE Russell Group Yr 10&11
December	Drop in guidance.	1to1 interviews. Yr.11 FE presence parents evenings
January	Your Future Your Choice Options Event for year 8 FE Decision Making session delivered by college	1to1 interviews. Yr.11 SEN / LAC transition guidance interviews 1to1 Regional Final Premier league Enterprise Competition Mock interviews all year 10
February	Uni of Cumbria HE mentor project Yr 9 Small group guidance SEN /LAC guidance interviews 1to1 FE presence parents evening/careers advisor options evening. Options Evening parents and pupils	College and Sixth Form Interviews in School. Stem Challenge Yr 10 team SEN transition guidance interviews 1to1
March	Yr9 Science Event Manchester Regional Final Stem Challenge yr9 team.	Apprenticeship application support for yr.11
April	LAC college visit Yr 9 group. Uni of Cumbria Visit	Group guidance interviews Yr 10

May	Campus visit year 9 PP cohort	Group guidance interviews Yr 10
June / July	Proposed Yr 8 small group guidance/ review	Health & Safety and Pre Placement work yr. 10. Work Experience Yr 10 Group guidance interviews Yr 10. FE talks Yr 10 FE Campus Visits

Any post 16 education or training provider, or employer wishing to engage with school should contact:

Mrs Tina Milner, Director School Community & Careers.

Telephone: 01253 316725. Email: t.milner@stgeorgesblackpool.co.uk

Opportunities for access

- Regular 'drop in' times which provide opportunities to provide information to year 10 & 11
 - Annual careers convention in the autumn term, please email any requests to attend if an invitation is not received. Attended by year 10& 11 pupils, parents/carers
 - Consultation evenings are held across the year and providers may be able to attend where appropriate and feasible.
 - We have a range of enrichment events integrated into the school careers programme to support self, careers and opportunity awareness, please contact to register interest to support/ attend.
 - Options and post 16 planning events, these provide opportunities to engage with pupils and parents. We have a number of events, integrated into the school careers programme, will offer providers an opportunity to come into school to speak to pupils and their parents/careers
 - We also provide a week's work experience in the summer term for year 10 pupils. Any providers/ employers who may be able to offer a placements please use the contact above..

