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| Approval Committee: Full Governing Body |
| Author/responsible person: Dennis Antiri |
| Last reviewed: September 2023 |
| Next review date: September 2025 (every 2 Years) |
| Required to publish on website? Yes Statutory? Yes |

Sedgehill Academy Careers Programme

Sedgehill Academy is committed to providing students with high quality, independent advice and guidance with regards to careers, further and higher education and future life choices.

Careers Team Details:

Sedgehill Academy Careers Leader: Machel Hewitt

Contact details:

Sedgehill Academy Careers Adviser: Jenny Edwards

Contact details:

Sedgehill Academy Careers-Link Governor: Clare MacDonald

Business Ask: If you are a business and would like to support Sedgehill Academy with our careers provision, please get in touch with Jenny Edwards or Dennis Antiri using the details above. Please look at the Provider Access Policy for more information.

We are currently looking for businesses to support us with the following:

- Work experience placements for Year 10 and 12
- STEM workshops
- Speed Networking
- Careers Talks

Please note: This is a working document and as such is subject to change. We endeavor to evaluate and review all activities to ensure that they are meaningful and promote aspirations.

To ensure students at Sedgehill Academy receive the highest quality information, advice and guidance we have put the following into place:

Statutory Guidance checklist table

Gatsby Benchmarks:

In 2018, the government released a new careers strategy and statutory guidance for schools and colleges. It put an increased focus on using the Gatsby Benchmarks as a framework for best practice around which we can build our own careers provision.

The eight Gatsby Benchmarks of Good Career Guidance:

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| <p>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.</p> |
| <p>2. Learning from 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.</p> |
| <p>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.</p> |
| <p>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.</p> |
| <p>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.</p> |
| <p>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.</p> |
| <p>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.</p> |
| <p>8. Personal guidance Every pupil should have opportunities for guidance interviews with a careers advisor, 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.</p> |

Sedgemoor Academy Careers Programme 2023-24

| Year group | Learning objective | Activities | Gatsby Benchmarks | When | Who | Employer encounter |
|-------------------|--|--|--------------------------|------------------------------|--|--|
| Year 7 | Raise awareness of HE | Visit to London University (LSBU) | GBM 3, 7 | Spring term | Jenny Edwards Dennis Antiri Head of Year | LSBU |
| | Raise awareness of Post 16 opportunities including apprenticeships & training. | Assembly from Bromley College | GBM 3, 7 | Summer term | | Bromley College |
| | Exploring different employment sectors | Careers drop down day | GBM 2, 3, 4 | February 2024 | Jenny Edwards Dennis Antiri Jessica May | External speakers from Healthcare, Marketing, Law, TV/Film, Retail |
| | Use information about career paths and the labour market to inform their own decisions on study options. | Morrisby Lesson (Fast Tomato) | GBM 2, 4 | | PSHE Teachers | n/a |
| | Develop students awareness of the world of work and different careers and pathways. | Career insights (employer presentations/ Q&A during tutor time.) | GBM 2, 3, 4, 5, 7 | Throughout the academic year | Jenny Edwards | Yes – a variety |
| Year 8 | Raise awareness of HE | Visit to London University | GBM 3, 7 | Spring term | Jenny Edwards Dennis Antiri Head of Year | University of East London? |
| | Raise awareness of Post 16 opportunities including apprenticeships & training. | Assembly from Bromley College | GBM 3, 7 | Autumn term | | Bromley College |
| | Develop understanding of | 'Meet the Employer' workshop & | GBM 2, 3, 4, 5, 6 | July – Cultural Capital Week | Jenny Edwards | Science Museum |

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| | STEM Careers & pathways | Wonderlab at the Science Museum | | | | |
| | Develop students awareness of the world of work and different careers and pathways. | Career insights (employer presentations/ Q&A during tutor time.) | GBM 2, 3, 4, 5, 7 | Throughout the academic year | Jenny Edwards | Yes – a variety |
| | Exploring different employment sectors | Careers drop down day | GBM 2, 3, 4 | February 2024 | Jenny Edwards Dennis Antiri Jessica May | External speakers from Healthcare, Marketing, Law, TV/Film, Retail |
| Year 9 | Raise awareness of HE | Visit to London University | GBM 3, 7 | Spring term | Jenny Edwards Dennis Antiri Head of Year | UCL? |
| | Raise awareness of Post 16 opportunities including apprenticeships & training. | Assembly from Bromley College | GBM 3, 7 | Summer term | | Bromley College |
| | Develop understanding of careers in professional services | Workshop held at KPMG | GBM 2, 3, 4, 5 | Summer term | Jenny Edwards | KPMG |
| | Supporting SEND students with Y9 Option choices | 1-2-1 Careers Guidance interviews | GBM 3, 8 | February | Jenny Edwards | n/a |
| | Develop students awareness of the world of work and different careers and pathways. | Career insights (employer presentations/ Q&A during tutor time.) | GBM 2, 3, 4, 5, 7 | Throughout the academic year | Jenny Edwards | Yes – a variety |
| | Exploring different employment sectors | Careers drop down day | GBM 2, 3, 4 | February 2024 | Jenny Edwards Dennis Antiri Jessica May | External speakers from Healthcare, |

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| | | | | | | Marketing, Law, TV/Film, Retail |
| | Develop understanding of careers in STEM | Workshop run by National Grid in school | GBM 2, 3, 4, 5 | December 2023 | Jenny Edwards Dennis Antiri | National Grid |
| Year 10 | Introduce benefits of work experience. Students find self-placements. | Assembly | GBM 3, 4 | October | Dennis Antiri Jenny Edwards | n/a |
| | Students make work experience selections | During tutor time | GBM 3, 4 | January | Dennis Antiri Form Tutors | n/a |
| | Students out on work experience | Work experience | GBM 2, 3, 4, 5, 6 | 25-28 March 2024 | Dennis Antiri Form Tutors Jenny Edwards | various |
| | Supporting students with post 16 option choices. | 1-2-1 Careers Guidance interviews for those in need (PPs/SEND/School refusers/disengaged) | GBM 3, 8 | May-July 2024 | Jenny Edwards | n/a |
| | Supporting students with post 16 option choices. | Visit to a local College for those in need. (PPs/SEND/School refusers/disengaged) | GBM 3, 7 | Autumn 2023 | Jenny Edwards | Bromley College |
| | Develop understanding of careers in STEM | Workshop run by National Grid in school | GBM 2, 3, 4, 5 | December 2023 | Jenny Edwards Dennis Antiri | National Grid |
| | Learning about different post 16 pathways - apprenticeships | Apprenticeship Fair (KS4 & 5) – carousel/networking session (in school) | GBM 2, 3, 5 | January | Jenny Edwards Dennis Antiri | Various apprenticeship providers |
| | Develop students awareness of the world of work and | Career insights (employer presentations/ Q&A during tutor time.) | GBM 2, 3, 4, 5, 7 | Throughout the academic year | Jenny Edwards | Yes – a variety |

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| | different careers and pathways. | | | | | |
| | Encourage student to aspire to Oxbridge universities | Visit to Cambridge University | GBM 3, 4, 7 | Autumn | Dennis Antiri | |
| | Exploring different employment sectors | Careers drop down day | GBM 2, 3, 4 | February 2024 | Jenny Edwards Dennis Antiri Jessica May | External speakers from Healthcare, Marketing, Law, TV/Film, Retail |
| Year 11 | Enable students to make informed post 16 choices | 1-2-1 Careers Guidance interviews for all students. Additional interviews for those at risk of NEET. | GBM 3, 8 | September 2023-March 2024 | Jenny Edwards | n/a |
| | Develop students awareness of the world of work and different careers and pathways. | Career insights (employer presentations/ Q&A during tutor time.) | GBM 2, 3, 4, 5, 7 | Throughout the academic year | Jenny Edwards | Yes – a variety |
| Sixth Form | Raising awareness of different post 18 options including apprenticeships & university. Including talks from employers & universities. | PSHE Sessions | GBM 2, 3, 4, 5, 7 | Throughout the academic year | Head of Sixth Form | various |
| | To enable students to make informed Post 18 choices. | 1-2-1 Careers Guidance interviews | GBM 3, 8 | May-June 2024 | Jenny Edwards | n/a |
| | Students have access to a variety of summer schools, uni taster days/visits, careers fairs, work | Fortnightly Careers Bulletin to students via email. | GBM 2, 3, 5, 6, 7 | Throughout the academic year | Jenny Edwards | various |

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| | experience and insight sessions. | | | | | |
| | Learning about different post 16 pathways - apprenticeships | Apprenticeship Fair (KS4 & 5) – carousel/networking session (in school) | GBM 2, 3, 5 | January 2024 | Jenny Edwards | Learning about different post 16 pathways - apprenticeships |
| | Broaden awareness of apprenticeship opportunities and pathways | Apprenticeship Fair visit | GBM 2, 3, 5, 7 | March 2023 | HoY | Yes – a variety |
| | Helping students to access Higher Education | UCAS Fair Trip | GBM 2, 3, 7 | March 2023 | HoY | Yes – a variety |
| | Develop students awareness of the world of work and different careers and pathways. | Careers Fair (in school) | GBM 1, 2, 3, 4, 5, 7 | March 2023 | | Yes – a variety |
| | Provide students with a greater awareness of the world or work and the labour market. | Work Experience | GBM 1, 2, 3, 4, 5, 6, 7 | | HoY | Yes – a variety |
| | Develop students awareness of the world of work and different careers and pathways. | Career insights (employer presentations/ Q&A during tutor time.) | GBM 2, 3, 4, 5, 7 | Throughout the academic year | Jenny Edwards | Yes – a variety |
| | Encourage student to aspire to Oxbridge universities | Visit to Cambridge University | | Autumn | Dennis Antiri | Encourage student to aspire to Oxbridge universities |

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| | Develop students awareness of the world of work and different careers and pathways. | Career insights (employer presentations/ Q&A during tutor time.) | GBM 2, 3, 4, 5, 7 | Throughout the academic year | Jenny Edwards | Yes – a variety |
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