



**Walkwood**  
Church of England  Middle School

## Careers Strategy

## Overview

Walkwood Church of England Middle School is fully committed to ensuring that all of our pupils acquire the skills, knowledge and attitudes to manage their learning and career progression. We want to ensure that our pupils have both the aptitude and interpersonal skills to effectively communicate, and add value within the workplace.

Walkwood has already established a range of careers guidance activities which will guide and support our pupils to contribute towards positive post-GCSE destinations such as A Levels, Higher Education, Apprenticeships, Technical routes or Employment. We acknowledge that our pupils attend a variety of high schools from Year 9 onwards, so collaboration is not possible. However, our school will collaborate throughout this strategy with a range of external agencies to help us ensure we will meet all of the mandatory requirements contained within the Department for Education's new Careers Strategy. These partnerships will include working alongside The Careers and Enterprise Company (CEC), The Worcestershire Local Enterprise Partnership (WLEP), Worcestershire County Council (WCC), Further Education (FE) and Higher Education (HE) providers, Worcestershire Apprenticeships (WA) and a wide range of local employers.

The strategy includes measures to further develop and improve the current provision on offer to pupils and will ensure that Walkwood will meet the requirements for the eight "Gatsby Benchmarks", set out within the Department for Education's careers strategy, by August 2020.

This strategy outlines our whole school approach to delivering careers guidance to all of our pupils throughout their journey through education. Careers activity will therefore take place across years 5 to year 8, as part of the mandatory requirements set by Department for Education, and contained within the Gatsby Benchmarks.

## Background Information

The Careers and Enterprise Company was set up in 2015 to transform careers and enterprise provision in schools and colleges across England.

The Careers and Enterprise Company had an initial remit to improve employer engagement, through the creation of the Enterprise Adviser Network, and to support schools to increase the delivery of activities which would help them build long lasting employer relationships (Gatsby Benchmarks 5 and 6).



### Worcestershire's Enterprise Adviser Network

The Worcestershire Local Enterprise Partnership (WLEP) and Worcestershire County Council, through their contract with the Careers and Enterprise Company, have been delivering the Worcestershire Enterprise Adviser Network (WEAN) since January 2017 and has placed business leaders within schools, to support them with the facilitation of careers related activity and support their achievement of Benchmarks 5 and 6.

## The Careers Strategy

In December 2017 the government's Department for Education launched the latest version of their "Careers Strategy". This new strategy places the Careers and Enterprise Company at the heart of driving forward careers provision for young people. Their enhanced role is to act as a catalyst in the fragmented landscape of careers and enterprise, supporting programmes that work, filling gaps in provision and ensuring coverage across the entire country.

This new strategy was adopted by the Gatsby Benchmarks, which were originally developed by the Gatsby Foundation in 2014 (by the Gatsby Charitable Foundation). These benchmarks were based on international research and helped identify best practice and guidance for educational establishments, in order for them to deliver high quality careers guidance to young people across England. These benchmarks have also formally been adopted by OFSTED and will now form part of their school inspection process.



**Careers strategy:  
making the most of  
everyone's skills and  
talents**

December 2017

## The Gatsby Benchmarks

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, governors 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. 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 career adviser, who could be 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.

## Strategic Careers Lead

Careers Leaders can develop a strategy with senior leadership and ensure the whole school can deliver a careers programme which meets the world-class expectations set out in this strategy. Careers Leaders need to:

- have the appropriate skills and experience;
- be sufficiently senior to lead the implementation of all eight of the Benchmarks;
- have support from the Governors and the Senior Leadership team;
- work with subject teachers across the school so that careers provision is embedded within the curriculum.

*‘Careers strategy: making the most of everyone’s skills and talents’, DfE 2017*

Our school’s Careers Lead will be the Head of Spiritual & Social Education.

## Our Enterprise Adviser

Through the Worcestershire LEAs Enterprise Adviser Network, Walkwood will have our own designated enterprise adviser who will be supporting our teachers to facilitate careers related activity, helping us achieve Gatsby Benchmarks 5 and 6.

## Current position

At Walkwood Church of England Middle School, we pride ourselves on providing pupils with the opportunity to ‘[Love to Learn; Learn to Live; Live to Love](#)’ during their time here. We feel that this equips pupils with the skills and knowledge they need to be successful in the future, whilst instilling our Fruits of Faith values. We encourage our pupils to be aspirational; to honour each other and to be inquisitive towards the opportunities that await them. Careers education can be seen as part of ‘[Learn to Live](#)’, developing those key transferable skills which allow us to be successful.

On a biennial cycle, we conduct a “Takeover Day” where all pupils have the opportunity to apply for positions within the school including reception staff, site staff, pastoral teams, teachers, senior leaders and even the Principal. This allows pupils to see what employment is like and put into action those key skills. All pupils during their Spiritual and Social Education lessons also conduct mock interviews and practise social skills. Pupils also research career roles within Computing lessons in Years 7 and 8.

Alongside this, pupils are encouraged to take part in the application process of applying for pupil leadership positions, such as Prefects, College Captains and the Sports Leadership Team.

Pupils are currently receiving the following careers related support or participating within the activities listed below during their journey through school.

## Years 5 and 6

Within Spiritual & Social Education, pupils will be focusing on honing their social skills including: teamwork, communication, managing frustration, self-awareness, friendships and emotional literacy. They will look to understand other perspectives and cultural positions.

Additionally, pupils will also have an opportunity to apply for Takeover Days, which gives them the opportunity to practise mock interviews and completing an application.

## Years 7 and 8

Pupils will be looking at issues that employees may face in the workplace, including discrimination and equal opportunities. This includes:

- Equality Act.
- Ethics within workplace including exploitation, equal pay, minimum wage and treatment.
- Personal finance, tax and managing budgets.
- Rights and responsibilities.
- Enterprise.
- Social Skills including teamwork and communication.

### Teaching staff contribute to the delivery of careers guidance through:

Including career opportunities within their lessons and how this links to different sectors. Teachers also have careers posters in their classrooms and on displays to promote aspiration within the different fields.

### Local employers contribute to the delivery of careers guidance through:

We welcome the opportunity for local colleges and organisations to come into school and discuss career opportunities and offer any advice to our pupils.

### Parents are encouraged to contribute to the delivery of careers guidance through:

Discussions at home about different careers choices that have been made within the family.

## Our 'Gatsby Benchmarks' Objectives

### 1. A Stable Careers Programme

- To ensure the careers programme is delivered by individuals with the right skills and experience.
- To enable pupils to have an understanding of the full range of opportunities available to them, the skills that are valued within the workplace.
- To develop and publish a careers programme that notes the contributions of different subject areas.
- Our Careers Strategy is fully supported by the Senior Leadership Team within school and Governors.
- Regularly evaluate our careers strategy to determine the impact of our careers related activity based on the feedback provided to us by pupils, teachers, external reviewers.



- To maintain high quality careers provision endorsed by the Careers and Enterprise Company and to review the improvement of our programme by using the Compass Evaluation and Tracker tools.

## 2. Learning from Career and Labour Market Information

- Pupils have opportunity to appreciate a range of careers within key national employers.
- To emphasise within teaching that there are key skills and values that have worth beyond the school, exemplified by the Fruits of Faith and Superhero skills.

## 3. Addressing the Needs of the Pupil

- To develop mechanisms to report, track and monitor compliance in relation to the Careers Strategy objectives.
- For careers provision to be a part of the regular external review cycle as well as internal curriculum audits.
- Ensure that a programme of activity takes place which raises the aspirations of pupils and challenges stereotypical thinking in terms of equality and gender.
- Ensure that pupils with particular vulnerabilities and those who are at risk are appropriately supported and identified through close working relationships with the full range of educational and support agencies.
- Careers guidance for learners with SEND should be based on the pupils' own aspirations, abilities and needs.

## 4. Linking Curriculum Learning to Careers

- To ensure that subject teachers across the whole school support the delivery of careers education and guidance and are able to link the content of curriculum with careers, even in lessons which are not specifically occupation led.
- To integrate national initiatives and project opportunities within the curriculum to enhance that range of age-appropriate careers related activity taking place within school.
- To ensure that careers related activity is built in throughout the school year.
- Specific focus will be placed on linking curriculum to careers in the curriculum areas of English, Mathematics, Humanities, Science and Spiritual & Social Education lessons.

## 5. Encounters with Employers and Employees

- Look to allow pupils the opportunity to improve employability skills and their understanding of and awareness of entrepreneurship.
- To enable learners to gain the confidence to compete in the labour market by providing opportunities to gain the practical know-how and attributes that are relevant to gaining employment.
- The school will also encourage pupils and parents to attend careers events..

## 6. Experiences of the Workplace

- Allow pupils the opportunity to recognise the range of workplaces.



## 7. Encounters with Further and Higher Education

- Where opportunities permit, to reference education opportunities beyond the middle school setting.

## 8. Personal Guidance

- Support for pupils through the pastoral system if they are choosing options at their high school.

## Promotion of Careers related activities

Our school will encourage the promotion of all careers related activity which takes place within the school.

This promotion will enable us, and our partner organisations, to be able to capture the evidence we are required to provide both OFSTED and the Careers and Enterprise Company and demonstrate that the activity taking place within our school meets the requirements set out within the Department of Education's Careers strategy.



## Appendix 1

### Careers Leadership

|                                                         |                |
|---------------------------------------------------------|----------------|
| Careers Lead<br>& Head of Spiritual & Social Education: | Mrs C Goodwin  |
| SLT Link:                                               | Mrs M Johnson  |
| Head of Computing:                                      | Mr R Macdonald |





## Appendix 2

### Useful links / Resources

|                                                     |                                                                                                                                                                                                                                                                                                                                                                         |
|-----------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| The Careers Enterprise Company                      | <a href="https://www.careersandenterprise.co.uk/">https://www.careersandenterprise.co.uk/</a>                                                                                                                                                                                                                                                                           |
| Gatsby Foundation                                   | <a href="http://www.gatsby.org.uk/education/focus-areas/good-career-guidance">http://www.gatsby.org.uk/education/focus-areas/good-career-guidance</a>                                                                                                                                                                                                                   |
| Post 16 Skills Plan                                 | <a href="https://www.gov.uk/government/publications/post-16-skills-plan-and-independent-report-on-technical-education">https://www.gov.uk/government/publications/post-16-skills-plan-and-independent-report-on-technical-education</a>                                                                                                                                 |
| Department of Education Careers Strategy            | <a href="https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/672418/_Careers_guidance_and_access_for_education_and_training_providers.pdf">https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/672418/_Careers_guidance_and_access_for_education_and_training_providers.pdf</a> |
| Skills For Worcestershire                           | <a href="http://www.skills4worcestershire.co.uk/">http://www.skills4worcestershire.co.uk/</a>                                                                                                                                                                                                                                                                           |
| Government Careers Strategy December 2017           | <a href="https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/664319/Careers_strategy.pdf">https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/664319/Careers_strategy.pdf</a>                                                                                                   |
| National Careers Service                            | <a href="https://nationalcareersservice.direct.gov.uk/">https://nationalcareersservice.direct.gov.uk/</a>                                                                                                                                                                                                                                                               |
| UCAS (Universities and Colleges Admissions Service) | <a href="https://www.ucas.com/">https://www.ucas.com/</a>                                                                                                                                                                                                                                                                                                               |
| Worcestershire Local Enterprise Partnership         | <a href="http://www.wlep.co.uk/">http://www.wlep.co.uk/</a>                                                                                                                                                                                                                                                                                                             |
| Worcestershire Apprenticeships                      | <a href="http://worcsapprenticeships.org.uk/">http://worcsapprenticeships.org.uk/</a>                                                                                                                                                                                                                                                                                   |
| Worcester 6 <sup>th</sup> Form College              | <a href="http://www.wsfc.ac.uk/">http://www.wsfc.ac.uk/</a>                                                                                                                                                                                                                                                                                                             |
| HOW College                                         | <a href="http://www.howcollege.ac.uk/">http://www.howcollege.ac.uk/</a>                                                                                                                                                                                                                                                                                                 |
| Kidderminster College                               | <a href="http://kidderminster.ac.uk/">http://kidderminster.ac.uk/</a>                                                                                                                                                                                                                                                                                                   |
| Warwickshire College Group                          | <a href="https://wcg.ac.uk/page/1/home">https://wcg.ac.uk/page/1/home</a>                                                                                                                                                                                                                                                                                               |
| Worcester University                                | <a href="https://www.worcester.ac.uk/">https://www.worcester.ac.uk/</a>                                                                                                                                                                                                                                                                                                 |

