

## OUR VISION FOR CAREERS

### KEY STAGES 3 AND 4

High quality, impartial careers guidance will help our students to make informed choices about which courses suit their academic needs and aspirations. They will be prepared for the next stage of their education, employment, self-employment or training. (Alignment to page 57 of Ofsted inspection handbook 2018)

The **Gatsby benchmarks** set out a framework for schools to deliver 'good careers guidance' to their pupils. Our plan involves the full implementation of these for September 2019

1. A stable careers programme	Every school should have an embedded programme of career education and guidance that is known and understood by students, parents, teachers, governors and employers.
2. Learning from career and labour market information	Every student, 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 student	Students have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each student. 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 student 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 student 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 to expand their networks.
7. Encounters with further and higher education	All students 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 student 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.

The 6 sectors that are described as 'thriving' within Greater Manchester.



### Key Actions Moving Forward

- Complete COMPASS benchmark assessment each year (review of strategy).
- Annual Action Plan from COMPASS assessment (continual improving).
- Fortnightly meeting JRP/RH to review progress.
- CPD Career Leadership Development Programme (RH).
- Develop careers newsletter for pupils/staff (opportunities and info. Including up to date labour market information).
- Continue to focus on breaking gender stereotypes (girls into engineering national drive).
- Build in meaningful employer/employee encounter into Year 7 (done in 8-11).
- Regularly review website content to ensure fully relevant for students, teachers, employers and parents.
- Review current work based experience and develop action plan.
- Departments to provide one interaction with an employer linked to their career each year during curriculum time.
- Key Stage questionnaires for Careers in Sept : Questions to generate enquiries.
- Improved tracking from Y7 to Y11 (individual).

## Lowton Values and Enrichment (LVE)

The LVE curriculum has been created to support students developing their own spiritual, moral, social and cultural understanding of the world through the study of PSHE, Citizenship and Careers.

YEAR 7

The LVE curriculum has been created to support students developing their own spiritual, moral, social and cultural understanding of the world through the study of PSHE, Citizenship and Careers.

The Year 7 course has been developed to welcome students to high school and support them in this transition and to cover topics that affect them. Students are given the opportunity to explore issues that affect them as individuals and global citizens. Students are encouraged to develop their own opinions and express these to others in constructive ways. Students are encouraged to show empathy to others.

**Transition**  
Welcome  
Lowton Learners  
Church School Values  
Belonging and Community

**Careers**  
Attitudes to work  
Voluntary work  
Your future – interest/likes  
Future Aspirations

Classroom Displays in all areas on careers linked to the subject

YEAR 8

The Year 8 curriculum continues to build on the skills and topics covered in Year 7.

Topics that have been selected effect our students and they continue to be encouraged to develop their own understanding of themselves as individuals and global citizens.

The Year 8 curriculum continues to cover PSHE, Citizenship and Careers.

**Careers**  
Employment Skills  
Careers  
Careers research project

**Money**  
Banking  
UK economy  
Global economy

Classroom Displays in all areas on careers linked to the subject  
Website and Curriculum Handbook have careers element for each subject.

YEAR 9

In Year 9 students start their 2 year GCSE Religious Studies course.

As a result of this careers is delivered via Enrichment Days and Form Tutor time (5-a-day worship / Big Question)



Classroom Displays in all areas on careers linked to the subject  
Website and Curriculum Handbook have careers element for each subject.

**Careers**  
Choices after High School  
A Levels  
Apprenticeships  
Btecs  
Career Research

Classroom Displays in all areas on careers linked to the subject  
Website and Curriculum Handbook have careers element for each subject.

YEAR 10

Once Year 10s complete their Religious Studies GCSE in Year 10 they will complete a series of lessons from the LVE curriculum that cover PSHE, Citizenship and Careers curriculum.

The year 10 curriculum continues to support the work completed in Year 7 and 8.

**Employability**  
Employability Skills  
CV's  
CV writing

Students will be taught the LVE curriculum once a week in Year 11.

The curriculum continues to look at topics that affect the students of Lowton.

The LVE curriculum continues to support students in developing knowledge and opinions on issues that affect them.

Classroom Displays in all areas on careers linked to the subject  
Website and Curriculum Handbook have careers element for each subject.

## Lowton Careers Enrichment

Careers is introduced at Year 7 through LVE. The Enrichment Days are used to focus on Safety (Internet/Road/Home/First Aid ) and a Liverpool Cathedral Trip

National Apprenticeship Week activities  
Manchester University Gateway Project



### Enrichment Day 1 Careers Focus

Guess My Job (10 visiting employers)  
Meeting Colleges  
Apprenticeship Activity  
I Could Buzz (identifying own qualities and skills)  
Careers Fayre



Year 8 PP careers priority interviews  
College attendance at Year 8 Options Evening  
Options Talks  
Options – individual meetings with Senior Leader with Parents.  
National Apprenticeship Week Activities  
Manchester University Gateway Project

### Enrichment Day 2 Taster Day at Wigan and Leigh College

Leigh Campus: 'A' Level Tasters / Vocational Tasters and Pagefield Campus: Construction / Engineering



### Enrichment Day 1

Meet the Employer (Focus on careers in health and challenging stereotypes) : Chatterbox session ((Identifying own qualities and skills) : Careers Fayre



The WAY Programme with selection of students (STEM/Languages/Film & Media/ Marketing / Performing Arts)



Girls in Physics Day (Deanery High School)  
Sellafield Big Bang Competition  
National Apprenticeship Week Activities  
STEM Summer School  
Unlocking Gifts

### Enrichment Day 2 Higher Education Day at Winstanley College

University life session from undergraduates : Russell group universities information talk  
HE fair (over 80 universities attending)



### Enrichment Day 1

NHS focus (Focus on careers in health and challenging stereotypes) –workplace activities  
Aim Higher – working with undergraduates on benefits of going to University  
Meet the Employer (Naval weapons Engineer)



The WAY Programme with selection of students (STEM/Languages/Film & Media/ Marketing / Performing Arts)



Skills North West Show Visit (all Y10)  
Independent Careers Advice  
Flash Bang Wallop Science Show  
National Apprenticeship Week Activities  
St John Rigby Assembly

### Enrichment Day 1: Mock Careers Interviews (10 employers)

Year 11 Careers Assemblies  
Independent Careers Advice  
Employer Visits  
Post 16 Evening  
Application Workshops  
College attendance at Parents' Evening / Review Day  
Wigan and Leigh College interviews on site  
NCS assembly  
National Apprenticeship Week activities  
Apprenticeships –employer visit CV writing / job preparation  
NCS Lunchtime Session  
Sellafield Visit  
Unlocking Gifts

## Unlocking Gifts



Church of England Funded Project to support career aspirations of boys.

Fifteen Year 11 boys have been on the Unlocking Gifts project since Year 10. They have been on a rich programme focussing on developing life skills, building character and raising aspirations. Each student works closely with the Careers advisor.

The Year 11 boys have been trained in mentoring and are have mentored the Year 9 boys. Each group has been rewarded with activities in and outside of school that double as growth opportunities. We have had the Scouts help run building projects, visited farms to learn skills and run team bonding days with P.E staff.

By the end of the term the Year 9 boys will have completed a careers course that packages their gifts, interests and passion into a mission statement for their future careers. Each session is fun and engaging at the start of every Monday morning. The Year 9s will become mentors for a new batch of Year 8s next academic year keeping the project sustainable.

### Pupil Destinations (2016 Leavers)

	School	Local authority state funded schools	England state funded schools
Pupils staying in Education or Employment for at least 2 terms.	91%	94%	94%
Total number of pupils	129	3405	541120
Apprenticeships	9%	7%	5%
Pupils staying in employment for at least two terms after key stage 4	5%	4%	3%
Pupils staying in education for at least two terms after key stage 4	78%	82%	86%
Further education college or other further education provider	33%	38%	34%
Sixth form college	41%	35%	13%
School sixth form – (LHS 11-16 school)	N/A	9%	38%
Other education destinations	SUPP	1%	2%
Pupils not staying in education or employment for at least two terms after key stage 4	SUPP	5%	5%
Destination unknown	SUPP	1%	1%

SUPP = Suppressed. Where there are so few students covered by the measure at the school. The Government avoids making these figures public to protect the privacy of those individuals.

### Independent Careers Advice

Students are supported in their Careers choices by JM from Wigan Council Careers Service. PP/SEND first is operated in Year 8, Unlocking Gifts students in Year 9, PP/SEND first then all other students is operated in Year 10. All Year 11 students continue to receive guidance to support their next steps with AE and RH significantly supporting this area of provision)



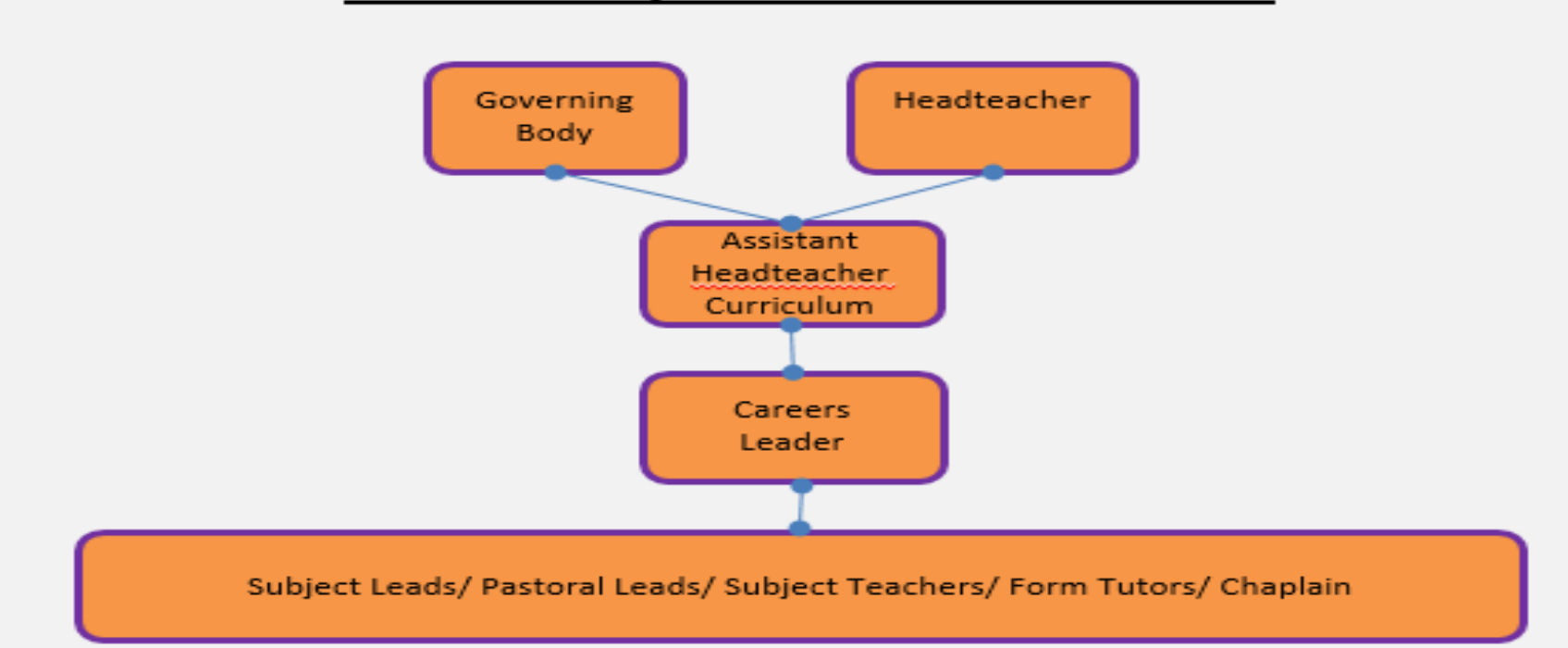
AE has worked on ESF funded project with a focus on High Risk NEET students looking at barriers to progression, confidence, motivation and barriers to attendance. Minimum of 2 careers guidance sessions which include actions for the student to carry out.



AE role has changed and is now our Skills Support for Growth Worker and will work with a Year 11 students beyond Year 11 through the summer and into college. This will include accredited learning over the summer.



### Leadership Structure for CIAG



### External Review

Careers information and guidance are well developed within the curriculum and supported by links with local employers and further education institutions. A prominent focus of the guidance is the avoidance of stereotyping in employment, centred on encouraging girls to explore careers in engineering and construction. Pupils are given the opportunity to explore the full range of careers options, including apprenticeships. The success of the school's provision is reflected in the high and rising percentages of pupils who take up a range of employment or educational options. Pupils are well prepared for their next stage in employment and education. The school's careers provision is well regarded among parents. (Ofsted December 2016)

