



North Star 240 Whole School Careers Plan

Strategic Vision

All students at North Star 240 will experience a scaffolded careers programme enabling them to be fully equipped with the skills needed by further education and employers, preparing them for adulthood. Throughout the programme students will have records of their experiences kept on Compass+.

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:

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

For further information about our careers provision please see our Careers Policy and Access Policy.
We will review this Careers Plan on annual basis.

Careers Leader Details:

Our Careers Leader is Rob Dickins

You can get in contact with Mr Dickins at rob.dickins@northstar-academy.co.uk



We will also have a dedicated Governor with oversight currently being discussed and will be soon decided.

of our Careers programme at the schools. This is

Strategic Objectives

| Using Strategic Objectives as a way of identifying potential Learning Outcomes | | |
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| <p>Strategic Objective: <i>Enhance engagement, develop student confidence and raise attainment through linking curriculum learning to careers</i></p> | | |
| | KS3 | KS4 |
| Learning Outcomes | <i>Understand the relevance of all subjects to future career paths</i> | <i>Understand the relevance of all subjects to future career paths</i> |
| Learning Outcomes | <i>Recognise that the qualities and skills you have demonstrated both in and out of school that will make you employable</i> | <i>Show how you are developing the skills and qualities which will help you to improve your employability</i> |

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| <p>Strategic Objective: <i>Supporting positive destination data and reducing risk of NEET providing meaningful encounters with employers and meaningful experiences of work</i></p> | | |
| | KS3 | KS4 |
| Learning Outcomes | <i>Be aware of LMI and how it can be useful to you</i> | <i>Be able to find relevant LMI and know how to use it in your career planning</i> |
| Learning Outcomes | <i>Give examples of different kind of work and why people's satisfaction with their working life can change</i> | <i>Explain how work and working life is changing and how this may impact on your own and other people's career satisfaction</i> |
| Learning Outcomes | <i>Know how to identify and systematically explore options open to you at a decision point</i> | <i>Be able to research your education, training, apprenticeship, employment and volunteering options including information on pathways through to specific goals</i> |
| Learning Outcomes | <i>Identify how to stand up to stereotyping and discrimination that is damaging to you and those around you</i> | <i>Recognise and challenge stereotyping, discrimination and other barriers to equality, diversity and inclusion and know your rights and responsibilities in relation to these issues</i> |

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| <p>Strategic Objective: <i>Supporting positive attendance and behaviour data through high levels of engagement by linking curriculum learning to careers and meaningful employer encounters</i></p> | | |
| | KS3 | KS4 |



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| Learning Outcomes | <i>Understand the relevance of all subjects to future career paths</i> | <i>Understand the relevance of all subjects to future career paths</i> |
| Learning Outcomes | <i>Describe your strengths and preferences</i> | <i>Recognise how you are changing, what you have to offer and what's important to you</i> |

The Careers Programme

| KS3 | | | | | | | | | | |
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| | Learning Outcomes | Link to Strategic Objective | How will this be delivered | BM2 | BM3 | BM4 | BM5 | BM6 | BM7 | BM8 |
| LO 1 | Understand the relevance of all subjects to future career paths | 1 3 | Careers Week Whole school approach to how all subjects link to future career paths within NCW 2022 through employer visits (Bristol WORKS) and tutor time activities which will be jobs and career paths linked to specific subjects. | x | | x | | | | x |

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| | | | <p>PHSE Long Term Plan</p> <p>Linked to the PHSE Long term plan-Term 6:</p> <p><u>Year 7:</u></p> <p>Growth mind-set Careers and development focus - how can we develop our communication skills? Careers and development focus - how can we develop our teamwork skills?</p> <p><u>Year 8:</u></p> <p>Value of money How can we budget our money? What are savings, loans and interest? What are the different types of financial transactions?</p> <p><u>Year 9:</u></p> <p>Employability Skills – preparing for and applying to the world of work and careers What other skills do we need to develop for the work environment? What does it mean to be ‘enterprising’ and what is an ‘enterprising personality?’</p> | | | | | | | |
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| | | | <p>Curriculum Transition</p> <p>We offer Bi-Annual curriculum open days for our year 9 cohort. Where subject leads offer subject advice and guidance, so students make informed choices about their KS4 pathways and how this links to future career paths.</p> <p>Medium Term planning</p> <p>All staff in the medium-term planning links subject careers. Skills and topics will be linked to a career and used as a starter activity at least one a week.</p> <p>Example: https://www.mypathcareersuk.com/maths-why-bother</p> <p>Career specific Initiatives</p> <p>Whole school job of the week – links are made to subject specific skills</p> | | | | | | | |
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| | | | <p>EHCP Annual Reviews – Colleges attending years 10 and 11 reviews</p> <p>Employer engagements face to face or virtually in school</p> <p>Guidance Interviews from L6 careers advisor</p> <p>1:1 interviews with colleges surrounding information and pathways in years 10 and 11</p> | | | | | | | |
| LO 2 | Recognise that the qualities and skills you have demonstrated both in and out of school that will make you employable | 1 | <p>SMSC curriculum</p> <p>We have a weekly assembly that ties in with National Awareness days. These all have an SMSC focus and students will often do follow up work in class. These assemblies allow students to explore their values, beliefs and experiences whilst learning about themselves and the surrounding world. They learn the difference between right and wrong through looking at moral issues. Through</p> | x | | x | | | | |

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| | | | <p>these assemblies, students also learn about democracy, rule of law, individual liberty, tolerance and respect.</p> <p>Medium Term planning</p> <p>All staff in the medium-term planning links subject careers. Skills and topics will be linked to a career and used as a starter activity at least one a week.</p> <p>Enrichment-Forest School</p> <p>The enrichment program in KS3 targets specific qualities and skills of employability. Our forest schools offer confidence, social skills, communication adeptness through interacting with nature.</p> <p><u>Year 9:</u></p> <p>Employability Skills – preparing for and applying to the world of work and careers What other skills do we need to develop for the work environment? What does it mean to be ‘enterprising’ and what is an ‘enterprising personality?’</p> | | | | | | | |
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| LO 3 | Be aware of LMI and how it can be useful to you | 2 | Hidden Jobs workshop and Who Works at My School Event/Work Shadowing. Job of the week for all KS3 tutor teams. | x | | | x | x | | |
| | | | Careers Pilot logins and scheme of work, including up to date LMI information Information on LMI on careers board A-Z of Jobs Activity-KS4 | x | | | x | | x | x |
| LO 4 | Give examples of different kind of work and why you make like it and others may not. | | Employers/Bristol WORKS support curriculum staff to develop resources which deliver on curriculum learning and this LO. Preparing for work experience | x | | x | x | | | |
| LO 5 | Know how to identify and systematically explore options open to you at a decision point | 2 | Year 9 Options Process <ul style="list-style-type: none"> Preparing for Selection: Decision Making Workshop | x | | | | x | x | x |

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| | | | <ul style="list-style-type: none"> • <u>Post 16 Pathways overview</u> workshop and talks (inc. all routes and parental engagement) • Making a Selection: LMI Pack and selection form with parental engagement and/or opp for 1:1 • Reflecting on option choices within tutorial time • COBC, SGS and Bristol Works attend parents and carers evening • Options taster sessions in term 2, • Options evening • EHCP Annual Reviews | | | | | | | |
| LO 6 | Identify how to stand up to stereotyping and discrimination that is damaging to you and those around you | 2 | <p>Whole school Assembly/PSHE Programme.</p> <p>SMSC curriculum, world awareness days linked to weekly topics assemblies. For example, LBGTQ.</p> <p>Key part of our overall curriculum intent is we teach protected characteristics:</p> <ul style="list-style-type: none"> • age. • disability. • gender reassignment. • marriage and civil partnership. • pregnancy and maternity. • race. • religion or belief. | x | | | | | | x |

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| | | | <ul style="list-style-type: none"> sex. <p>This is taught through PHSE, SMSC and celebrated in whole school assemblies.</p> | | | | | | | |
| LO 7 | Describe your strengths and preferences | 3 | <p>Year 9 <u>Buzz Test</u> with Home Learning Parental Engagement Extension linked to tutorial programme (<u>MWOW</u>)</p> <p>Student Voice Policy in place that captures strengths and weaknesses. This done through our personalised provision mapping systems. This qualitative data is used support discussion around</p> <p>“what im good at....” What I need to get better at....” “What I want to be when im older...”</p> <p>Which feeds into the Annual Review process.</p> | x | | | | | | x |

| KS4 | | | | | | | | | | |
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| | Learning Outcomes | Link to Strategic Objective | How will this be delivered | BM2 | BM3 | BM4 | BM5 | BM6 | BM7 | BM8 |
| LO1 | Understand the relevance of all subjects to future career paths | | <p>Careers Week</p> <p>Whole school approach to how all subjects link to future career paths within NCW 2022 through employer visits (Bristol WORKS) and tutor time activities which will be jobs and career paths linked to specific subjects.</p> <p>Focus on how all subjects link to future career paths within NCW 2021. Supported by <u>NCW</u> Assembly (all year groups). Part of NCW is having access to independent careers advice and employer walks.</p> <p>Employability Programme-KS4</p> <p>Have a specifically designed an employability programme designed</p> | x | | x | | | | x |

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| | | | <p>to prepare our students for the world of work. We cover set topics:</p> <ul style="list-style-type: none"> -Self-Management -Team Working -Business & Enterprise -Customer Awareness -Problem Solving -Communication <p>PHSE Sequencing:</p> <p>Our KS4 curriculum incorporates careers advice and guidance:</p> <ul style="list-style-type: none"> -Evaluating strengths and interests in relation to career development about opportunities in learning and work -Strategies for overcoming challenges or adversity about responsibilities in the workplace -How to manage practical problems and health and safety -How to maintain a positive personal presence online | | | | | | | |
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| | | | <p>-How to evaluate and build on the learning from work experience</p> <p>Work Experience</p> <p>Careers based initiatives</p> <p>Careers and employability open evenings and taster days run by Bristol Works and Careers Hub.</p> | | | | | | | |
| LO2 | Show how you are developing the skills and qualities which will help you to improve your employability | | <p>Work experience programme with skills development task focus supported by Bristol WORKS</p> <p>Through completion of the ASDAN employability skills development programme.</p> <p>Sixteen programme-</p> <p>Employment Skills and Learning Team, offer evidenced based supported employment services</p> | x | | x | x | | | x |



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| | | | <p>aimed at people in the community when are vulnerable.</p> <p>This work includes:</p> <p>Increasing the awareness of young people and parents/carers of potential career options and the life benefits of continuing in education, training and employment</p> <p>Sixteen delivering the 'My Working Future Programme to local schools Support young people to develop the beginnings of a career plan outlining aspirations and possible routes into the world of work.</p> <p>We use sixteen resources that can be used with young people and parents/carers to ensure the work can continue inn schools at the end of the project.</p> <p>https://www.lmiforall.org.uk/skillsometer/</p> <p>Employability Curriculum.</p> | | | | | | |
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| | | | <p>Have a specifically designed an employability programme designed to prepare our students for the world of work. We cover set topics:</p> <ul style="list-style-type: none"> -Self-Management -Team Working -Business & Enterprise -Customer Awareness -Problem Solving -Communication <p>WEX Log book</p> <p>Reals Skills within the Curriculum, evidence is logged.</p> | | | | | | | |
| LO3 | Be able to find relevant LMI and know how to use it in your career planning | | <p>Employer engagement through face-to-face visits and virtual encounters throughout the year.</p> <p>Year 11 Post 16 Pathways Event (with parental engagement) and tutorial activities.</p> | x | | x | | x | | x |

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| | | | <p>https://www.lmiforall.org.uk/careerometer/</p> <p>LMI information updated on the careers board.</p> <p>Job of the week. - LMI included as part of the information.</p> <p>Employability skills programme focuses on job searches and applying for job.</p> | | | | | | |
| LO4 | Explain how work and working life is changing and how this may impact on your own and other people's career satisfaction | | <p>Employers and BRISTOL WORKS support curriculum staff to develop resources which deliver on curriculum learning and this LO.</p> <p>Careers Pilot focuses on "My Values". Gets students to reflect on their values and how this links to chosen careers paths.</p> | x | | x | x | | |
| LO5 | Be able to research your education, training, apprenticeship, employment and volunteering options including information on | | <p>My work experience log book</p> <p>Meeting local colleges transition coordinators</p> | x | | Potentially | | | X |

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| | pathways through to specific goals | | Login to careers pilot | | | | | | | |
| | | | Year 11 Assembly programme and tutorial activities to understand options and map out pathways and complete preparation for Year 11 | x | | x | | | | x |
| | | | 1:1 personal careers guidance interviews with a L6 careers advisor | | | | | | | |
| LO6 | Recognise and challenge stereotyping, discrimination and other barriers to equality, diversity and inclusion and know your rights and responsibilities in relation to these issues | | Whole school Assembly and PSHE programme PHSE scheme of work: Celebrating difference. | x | x | | | | | x |
| LO7 | Recognise how you are changing, what you have to offer and what's important to you | | <u>Year 10 Recruitment and Applications workshops</u> (to include employers, FE, HE and apprenticeships) and Mock Interview Event with CV feedback from employers | x | | x | | x | | x |