

Sir William Robertson Academy will work to ensure that all our young people have opportunities to meet 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

The Benchmarks are key to social mobility, showing young people – whatever their social and family background, the options to help them to make the right choices to set them on the path of a rewarding future career.



All Careers events help students to achieve the ten Career and Employability goals of : **Achieving, Accountable, Resilient, Self-motivated, Self-assured, Aspirational, Informed, Entrepreneurial, Experienced, Co-operative.**

- All students at SWRA from years 7 to 13 have full access to a dedicated and updated careers library containing literature on interview skills, CV Writing, career options and FE and HE course options.
- The Academy subscribes to an online careers package, Kudos which includes careers information, post 16 and post 18 educational routes and apprenticeships. Students have access to this via Wow Day's, tutor time & at home.
- During designated times all students across the school and 6th form are invited to careers and aspirational talks, delivered by local employers and members of the local community. A wide variety of aspirational careers are covered.
- All vocational courses across the year groups have careers units embed into the curriculum.
- All students have access to a career fair.
- Across the curriculum in all year groups, subject's explore careers options, delivered through a range of activities.

CAREERS
FRAMEWORK
2020- 2021



Years 7, 8 and 9

- PSHE Careers programme to include units on self awareness and opportunity awareness, online careers resources and post 16 and post 18 options.
- Year 8 Option events with students and parents.
- STEM day for whole year group.

Self-motivated, Informed, Aspirational, Accountable, Self-assured, Achieving, Entrepreneurial, Co-operative.

Year 10

- Whole Year Work Experience programme
- Careers programme within Wow Day's: CV writing, development of self awareness, employability and transferable skills, online career resources.
- Trip to the University of Nottingham.
- External guest speakers to explore: local and national Labour Market Information; apprenticeship awareness; employment.

Self-motivated, Informed, Aspirational, Accountable, Resilient, Self-assured, Experience, Achieving, Entrepreneurial, Co-operative.

Year 11

- Sixth Form open evening and taster day.
- Mock interviews with local employers through the Rotary Club for all year 11 students.
- Apprenticeship information, assemblies with colleges and training providers, and targeted workshops.
- Support and opportunity to take part in and by NCS activities.
- 1-1 Career interviews with an external agency.

Self-motivated, Self-assured, Experience, Achieving, Accountable, Resilient, Co-operative, Aspirational, Informed, Co-operative.

Post 16

- Whole Year Work Experience programme.
- Access to resources regarding post-18 options and careers ideas; careers, university and apprenticeship notice boards; apprenticeship support through signposting to local opportunities.
- Next Steps 4 Study programme with local University - Bishop Grosseteste University and East Midlands UCAS exhibition.
- Enrichment programme including PHSE, workplace and employability skills, job applications and interview skills; mock interviews with the Rotary Club including CVs and letters of application.
- Head of Sixth Form, Enrichment teachers and base tutors offer mentoring and support with post-18 options and UCAS process including personal statement sessions and tutorials.

Experience, Self-motivated, Informed, Aspirational, Accountable, Resilient, Entrepreneurial, Achieving, Self-assured, Co-operative.