***KINGS’ SCHOOL***

*Careers, Education, Information, Advice & Guidance*

**Careers Programme**

Our ambition is to create a unique learning environment where young people thrive. Kings’ School delivers a stable yet progressive Careers, Employability and Enterprise programme, offering an extensive range of activities which promote career opportunities and develop the key employability skills required to succeed in the workplace.

This is supported by a framework of impartial, personalised careers advice and guidance, delivered by our Level 6 qualified professional, ensuring all pupils receive expert advice at the time they need it.

Our challenge is to produce a highly skilled and creative workforce which is flexible and sufficiently adaptable to move into forms of employment which have yet to emerge within our economy. This is achieved through:

* *Providing all pupils with the opportunity to acquire cultural capital / social assets that enable equality, social mobility and challenge stereotypes*
* *Raising aspirations and supporting young people to achieve their full potential*
* *Providing comprehensive information on all options at key transition points*
* *Empowering young people to plan and manage their own futures*
* *Enabling young people to understand the current and future labour market and acquire the employability skills and qualifications they need to sustain employability and achieve personal and economic wellbeing throughout their lives*

Every pupil is provided with unique careers experience, with differentiation to meet their individual needs. This is achieved through a variety of initiatives run from Year 7 to Year 11:

**All pupils are able to access:**

* **Careers through the Curriculum**
* **A dedicated Careers Hub with up to date resources and on-line packages**
* **Careers Advice and Guidance lunchtime drop-in sessions**
* **Careers Companion Website**
* **Careers & Employability Virtual Fair**
* **National Careers/Apprenticeship Weeks**
* **Alumni Resources**
* **Aspire Careers Programme:** sector specific talks to raise awareness of and aspirations for the current and future array of career sectors and job roles in the local, national and global labour market

**Year 7**

* *1:1 Personalised Careers Interviews for targeted/SEN pupils: Ongoing*
* *Introduction to Careers/World of Work/Employability Skills: Autumn Term*
* *Introduction to Children’s Rights – child labour/employability laws: Autumn Term*
* *Year 7 Challenge: Autumn Term*
* *Pop up Shop Enterprise* Day *(developing a real business and taking products/services to the Kings’ Christmas Fair): Thursday 4th November 2021*
* *Local Government / Community LMI – Summer Term*
* *Information/Parents evenings: Ongoing*
* *Skills Builder: Ongoing*

**Year 8**

* *1:1 Personalised Careers Interviews for targeted/SEN pupils: Ongoing*
* *Diversity in the workplace: Autumn Term*
* *Introduction to Labour Market Information: Autumn Term*
* *Get Inspired – Interactive Careers Fair: Spring Term*
* *Tycoon in Schools Enterprise Competition: Spring Term*
* *STEM Social Enterprises Project (introduction to STEM Careers): Summer Term*
* *Sparsholt Futures Science Fair: Summer Term*
* *Information/Parents evenings: Ongoing*
* *Skills Builder: Ongoing*

**Year 9**

* *1:1 Personalised Careers Interviews for targeted/SEN pupils: Ongoing*
* *Careers: Personal Values /Employability Skills Assessment, GCSE Options, Post 16 Options: Autumn Term*
* *Attendance at the Careers & Employability Fair: 22nd September 2021*
* *STEP into the NHS Careers Competition: Spring Term*
* *Employability Day (investigate job roles through sector specific taster workshops; supports option process): Tuesday 1st February 2022*
* *Options Evening: 16th February 2022*
* *Get Inspired – Interactive Virtual Careers Fair: Spring Term*
* *Big Bang STEM Fair: Spring Term*
* *BIMA Digital Careers Challenge: Spring Term*
* *Tycoon in Schools Enterprise Competition: Spring Term*
* *Summer Fair Project: Spring Term*
* FE/HE Encounters: Autumn & Spring Terms
* *Sparsholt Futures Science Fair: Summer Term*
* Employer/Employee Encounters: Ongoing
* *Information/Parents Evenings: Ongoing*
* *Skills Builder: Ongoing*

**Year 10**

* *1:1 Personalised Careers Interviews for targeted/SEN pupils: Ongoing*
* *Attendance at the Careers & Employability Fair: 22nd September 2021*
* *Rights & Responsibilities in the Workplace: Summer Term*
* *Introduction to effective job applications and interview techniques: Summer Term*
* *Preparation for and completion of two weeks work experience with an employer: Summer Term*
* *Post 16 Provider assemblies: Summer Term*
* *Post 16 options programme; including sector specific master classes: Ongoing*
* *Information/Parents Evenings: Ongoing*
* *Skills Builder: Ongoing*

**Year 11**

* *1:1 Personalised Careers interviews: Ongoing*
* *Attendance at the Careers & Employability Fair: 22nd September 2021*
* *Post 16 Options Workshops (work experience evaluation, personal statements, preparing and applying for mock interviews, employability skills): Autumn Term*
* *Post 16 Provider assemblies & workshops: Autumn / Spring Terms*
* *Post 16 applications: Autumn Term*
* *Personalised mock interviews: 1st & 8th December 2021*
* *Post 16 Provider taster events: Summer Term*
* *Sector specific career talks: Ongoing*
* *Information/Parents Evenings: Ongoing*
* *Skills Builder: Ongoing*

**FLAGSHIP EVENTS**

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| **Year** | **Activity** | **Dates** |
| 9,10 & 11 | Careers & Employability Fair | 22nd September 2021 |
| 7 | Pop Up Shop Enterprise and Careers Day | 4th November 2021 |
| 11 | Mock / Employability Interviews | 1st & 8th December 2021 |
| 9 | Employability Day | 1st February 2022 |
| 8 | STEM Social Enterprise & Careers Day | TBC |

**Monitor, review and evaluation:**

* Every intervention is monitored, reviewed and evaluated by stakeholders
* 1:1 interviews; reflective practice, pupil/parent/staff feedback
* Pupil destinations and alumni data used to measure impact
* Compass+ is being used to manage activity and measure impact