



**Highams Park**  
*Academy Trust*



# Highams Park Academy Trust

## Careers Programme 2021-22

This policy is a working document and may be added to during the year

Date of Review	SLMT Lead	Trustee Approval
10 February 2022	Cally Halkes Lisa Charlton	10 February 2022

Date of next review: November 2022

Circulated to staff:

Gatsby Benchmarks	Stable Careers Programme	Learning from Career and Labour Market Information	Addressing the needs each student	Linking Curriculum to Careers	Encounter with Employers and Employees	Experiences of Workplaces	Encounter with Further and Higher Education	Personal Guidance
Criteria for ALL	Students will have access to developing their skills and knowledge through careers education to enhance progression to post 16/18 opportunities	Students will be given information about the different career paths to help with informing their future decisions.	Embracing the core value of “success through our endeavours”, helping student to achieve and aspire, ensuring inclusiveness and support for SEND students.	With the aid of teaching staff students will be able to identify how different subjects are incorporated with STEM, Social and Humanities?	Students will have the opportunity to engage with different sectors through career events and enrichment activities.	With the necessary support all students will receive opportunities to take part in voluntary/work experience throughout their time at HPS	Students will explore their post 16/18 options by attending open event at colleges/university to help with making the right choice!	All students will receive personal guidance and at least one interview with a Careers Adviser to help support their future goals.

	Autumn	Spring	Summer
Year 7	Introduction to their career learning experience – Linking with Citizenship and exploring themes like self-awareness – self determination and self-improvement and how this is developed through secondary education.	Careers Week – Assembly -challenging stereotypes (suggestion) Exploring and linking how career education compares to different countries?	Careers Activity week – Enrichment and different activities /visits
Year 8	Citizenship focus – pulling in what is done during these lessons Budgeting and linking with Barclays life skills.	Life skills – assembly and tutor group opportunities – Citizenship lessons Careers talks introduction to the world of work – Introduction to START profile?	Careers Activity week /enrichment More able week



Year 9	Citizenship focus Exploring careers and career development Understanding business and industry Investigating jobs and the labour market	Options evening Enrichment trip to LASC Virtual workshop opportunities National Teenage Book club with Speakers for Schools	Careers activity week / enrichment Haven House Enterprise Project
Year 10	Critical minds Work Experience Assembly Investigating work and working life. Learning about safe working practices and environments. Pathway CTM – how to prepare for work experience.	National Teenage Book club with Speakers for Schools. Virtual mock Interview with employers during National Careers Week Preparation for work experience – Pathway CTM Barclays/Springpod work experience virtual opportunities (H/T)	Duke of Edinburgh activities Work experience – face to face /virtual - Springpod and Speakers for School More able week 1-1 career support Haven House Enterprise Project
Year 11	Lifeskills assemblies on post 16 options/opportunities Creative Arts presentation Career Interviews Health careers workshop - virtual	Career Interview Tate Britain visit Mentoring with Morgan Sindall	National Citizen Service (NCS) June – August for participating students
Year 12	Post 18 assembly Creative Arts presentation Careers event with employers Identifying choices and opportunity	Apprenticeship talk /event – Aston group Higher Education Careers Fair Small group sessions Workshop with Cambridge University Preparing for employability - applications and interviews. Managing change and transition.	Future education employment events UCAS support days Career activity week - Work experience opportunities. Haven House Enterprise Project
Year 13	Workshop – HE and Degree/Higher apprenticeship	1-1 Guidance for students needing further support Career Fair	