

## Summary of the careers programme at Hallmoor School

Gatsby Benchmark	Primary	Key stage 3	Key stage 4	Key stage 5
1. A stable careers programme	<p>At Hallmoor School we strive to provide the confidence and competence to maximise the living of independent lives. Our careers programme reflects this by:</p> <ul style="list-style-type: none"> <li>• A whole school careers programme embedded from primary through to key stage 5 (6<sup>th</sup> Form).</li> <li>• The careers lead is part of the senior leadership team, the careers programme having the full support of the wider leadership team and the local academy council.</li> <li>• The careers programme is published on the school’s website allowing pupils, parents, teachers and employers to access resources.</li> </ul> <p><u>Roles and responsibilities</u>                      Careers leads – Pardeep Kairo &amp; Clare Devenny                      Link governor for careers at Hallmoor school – Karen Kershaw.                      Independent careers advisor – Carol Facey.                      Link work advisor – Claire Donnelly</p>			
2. Learning from careers and labour market information	<p>Strengths and interests: jobs in the community.</p> <p>PSHE: different jobs and skills: job stereotypes.</p>	<p>All pupils will have accessed and used information about career paths and the labour market to inform their own decisions on enrichment options.</p>	<p>All pupils will have accessed and used information about career paths and the labour market to inform their own decisions on study options.</p>	<p>All pupils will have accessed and used information about career paths and the labour market to inform their own decisions on study options.</p> <ul style="list-style-type: none"> <li>• Sixth form vocational options.</li> </ul>

		<ul style="list-style-type: none"> <li>• Careers speakers from different industries at least one experience annually.</li> <li>• PSHE lessons with a focus on Transition &amp; Careers.</li> <li>• Year 9 careers guidance meeting.</li> </ul>	<ul style="list-style-type: none"> <li>• Aspire programme: Careers speakers from different industries at least one experience annually.</li> <li>• Year 10 and 11 work experience as part of careers week.</li> <li>• PSHE Talentino careers coaching – How do I get a job?</li> <li>• Assemblies with a focus on Transition &amp; Careers.</li> </ul>	<ul style="list-style-type: none"> <li>• Starting employability qualification.</li> <li>• Year 12,13,14 careers guidance meeting.</li> <li>• Year 11 &amp; 12 work experience as part of careers week.</li> <li>• World of work lessons with a focus on Transition &amp; Careers.</li> <li>• Visits to specialist colleges annually.</li> </ul>
<p>3. Addressing the needs of each young person</p>	<p>Advice and support are tailored to the needs of each pupil.</p> <ul style="list-style-type: none"> <li>• EHCP reviews in relation to preparation for adulthood outcomes.</li> </ul>	<p>Advice and support are tailored to the needs of each pupil.</p> <ul style="list-style-type: none"> <li>• EHCP reviews in relation to preparation for adulthood outcomes.</li> </ul>	<p>Advice and support are tailored to the needs of each pupil.</p> <ul style="list-style-type: none"> <li>• EHCP reviews in relation to preparation for adulthood outcomes.</li> </ul>	<p>Advice and support are tailored to the needs of each pupil.</p> <ul style="list-style-type: none"> <li>• EHCP reviews in relation to preparation for adulthood outcomes.</li> <li>• 1-1 career interview with careers advisor.</li> </ul>

		<ul style="list-style-type: none"> <li>Year 9 careers guidance meeting</li> </ul>	<ul style="list-style-type: none"> <li>1-1 career interview with careers advisor.</li> </ul>	
4. Linking curriculum learning to careers	<ul style="list-style-type: none"> <li>Curriculum links are embedded into mid-term planning.</li> <li>Aspire programme: Careers speakers from different industries.</li> <li>Specific days set out for work related learning and careers.</li> </ul>	<ul style="list-style-type: none"> <li>Curriculum links are embedded into mid-term planning.</li> <li>Aspire programme: Careers speakers from different industries.</li> <li>Year 9 careers guidance meeting.</li> <li>Specific days set out for work related learning and careers.</li> </ul>	<ul style="list-style-type: none"> <li>Curriculum links are embedded into mid-term planning.</li> <li>Specific days set out for work related learning and careers.</li> <li>PSHE: work experience, preparation for and evaluation of work experience and readiness for work.</li> <li>Year 10 careers guidance meeting.</li> </ul>	<ul style="list-style-type: none"> <li>Curriculum links are embedded into mid-term planning.</li> <li>Specific days set out for work related learning and careers.</li> <li>Employability qualifications with aim: skills for living and work.</li> <li>Updating CVs.</li> </ul>
5. Encounters with employers and employees	A number of events, integrated into our careers programme, will offer providers an opportunity to come into	A number of events, integrated into our careers programme, will offer providers an opportunity to come into school to speak to	A number of events, integrated into our careers programme, will offer providers an opportunity to come into school to speak to	A number of events, integrated into our careers programme, will offer providers an opportunity to come into school to speak

	<p>school to speak to students. Class visits where students will have the opportunity to speak to / communicate with employees and employers.</p>	<p>students and/or their parents/carers:</p> <ul style="list-style-type: none"> <li>• Industry Visit Event</li> <li>• Industry research Pathways</li> <li>• Vocational Profile building</li> </ul>	<p>students and/or their parents/carers:</p> <ul style="list-style-type: none"> <li>• Enterprise Event</li> <li>• Careers Fayre</li> <li>• National Apprenticeship Week</li> <li>• Work Experience</li> <li>• Mock Interview Experiences</li> </ul>	<p>to students and/or their parents/carers:</p> <ul style="list-style-type: none"> <li>• Enterprise Event</li> <li>• Careers Fayre</li> <li>• National Apprenticeship Week</li> <li>• Work Experience</li> <li>• Mock Interview Experiences</li> </ul>
6. Experiences of workplaces	<p>Every student will have first-hand experiences of the workplace through educational trips and visits.</p>	<p>Every student will have first-hand experiences of the workplace through work visits.</p>	<p>Every student will have first-hand experiences of the workplace through work visits, work shadowing and/or work experience.</p>	<p>Every student will have first-hand experiences of the workplace through work visits, work shadowing and/or work experience.</p>
7. Encounters with further and higher education providers	<p>All pupils should understand the full range of learning opportunities that are available to them.</p> <ul style="list-style-type: none"> <li>• National careers week whole school</li> </ul>	<p>All pupils should understand the full range of learning opportunities that are available to them.</p> <ul style="list-style-type: none"> <li>• National careers week whole school</li> </ul>	<p>All pupils should understand the full range of learning opportunities that are available to them.</p> <ul style="list-style-type: none"> <li>• National careers week whole school</li> </ul>	<p>All pupils should understand the full range of learning opportunities that are available to them.</p> <ul style="list-style-type: none"> <li>• National careers week whole school</li> </ul>

			<ul style="list-style-type: none"> <li>• National apprenticeship week.</li> <li>• Careers Fayre</li> </ul>	<ul style="list-style-type: none"> <li>• National apprenticeship week.</li> <li>• FE placements.</li> <li>• Careers Fayre</li> </ul>
8. Personal guidance	<ul style="list-style-type: none"> <li>• Primary themes based on 'Preparing for Adulthood' document.</li> <li>• EHCP reviews in relation to preparation for adulthood outcomes.</li> </ul>	<ul style="list-style-type: none"> <li>• Year 9 careers guidance meeting.</li> <li>• EHCP reviews in relation to preparation for adulthood outcomes.</li> </ul>	<ul style="list-style-type: none"> <li>• EHCP reviews in relation to preparation for adulthood outcomes.</li> <li>• 1-1 career interview with careers advisor.</li> </ul>	<ul style="list-style-type: none"> <li>• EHCP reviews in relation to preparation for adulthood outcomes.</li> <li>• 1-1 career interview with careers advisor.</li> </ul>

Next review date: March 2027