



## Paxman Academy 5-Year Career Plan

Every young person needs high-quality career guidance to make informed decisions about their future. At Paxman Academy we look to provide the following support for all of our students. We have based our structure of support using the Gatsby benchmark tool. The eight benchmarks are a framework for good career guidance; developed to support schools in providing students with the best possible careers education, information, advice, and guidance.

The eight Gatsby benchmarks of Good Career Guidance are:

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

Please refer to the appendix for further information.

Year group	Support provided
7	<p>Access to an impartial Careers Assistant</p> <p>Access to careers software to help with career exploration and to address stereotypes or misconceptions</p> <p>Appropriate subject specific advice in relation to careers</p> <p>A progressive Careers Education programme delivered by Form Tutors in PSHE time</p> <p>Access to a range of outside speakers from a wide range of different industries</p> <p>Access to specific careers area within the library</p> <p>National Careers week events</p> <p>Links with local universities and opportunities based around these</p>
8	<p>Access to an impartial Careers Assistant</p> <p>Access to careers software to help with career exploration and to address stereotypes or misconceptions</p> <p>A progressive Careers Education programme delivered by the Form Tutors in PSHE time to help with options decision making</p> <p>An enrichment day which has a careers focus</p> <p>Access to specific careers area within the library</p> <p>Subjects which identify possible career pathways</p> <p>National Careers week events</p>
9	<p>Access to careers software</p> <p>Information sessions provided by FE colleges, apprenticeship providers, and specialists in different areas of employment</p> <p>An enrichment day which focuses upon careers</p> <p>Transition support is offered for students and parents/carers before making choices about Options for KS4</p> <p>Invitation to attend the Colchester Careers Convention which is supported by local businesses and further education providers</p> <p>A progressive Careers Education programme delivered by Form Tutors in PSHE time</p> <p>Access to specific careers area within the library</p> <p>National Careers week events</p> <p>Careers Advice for students with SEND, the year 9 transition review provides a key opportunity to discuss career aspirations.</p> <p>Linked to EHCP</p>
10	<p>A one to one interview with a qualified, impartial Careers Guidance Adviser, work related learning in small group sessions, including talks from specific employers with current and future labour market information.</p> <p>A progressive Careers Education programme delivered by Form Tutors and specialists in work related learning. This includes Employment Laws, Health and Safety and preparation for working life.</p> <p>Visits to and from universities and colleges and access to student finance talks and managing personal budgets</p> <p>Support from local businesses and employers on completing a CV and letter of application</p> <p>Mock interviews with real local employers provided by Rotarians and other local businesses</p> <p>Support in completing application forms for employment and colleges.</p> <p>Attendance at the Colchester Careers Conventions</p> <p>Business mentoring for targeted students</p> <p>National Careers week events</p>

11	<p>A one to one interview with a qualified, impartial Careers Guidance Adviser, work related learning in small group sessions, including talks from specific employers with current and future labour market information.</p> <p>A progressive Careers Education programme delivered by Form Tutors and specialists in work related learning. This includes Employment Laws, Health and Safety and preparation for working life.</p> <p>Visits to and from universities and colleges and access to student finance talks and managing personal budgets</p> <p>Support from local businesses and employers on completing a CV and letter of application</p> <p>Mock interviews with real local employers provided by Rotarians and other local businesses</p> <p>Support in completing application forms for employment and colleges.</p> <p>Attendance at the Colchester Careers Conventions</p> <p>Business mentoring for targeted students</p> <p>National Careers week events</p>
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**Gatsby Benchmark 4 :Embedded into the curriculum**

“As we discovered, good career guidance means linking different activities together to form a coherent whole” Sir John Holman - University of York (Gatsby)

Department areas are highlighting career links, opportunities and skills into their schemes of work to enable an embedded and cohesive approach to CEIAG at Paxman Academy. Evidence suggests that students who are more aware of the career pathways from different subjects engaged with more confidence and purpose and were generally more motivated. This could be through trips, visitors, developing skills, topics linked to specific jobs or career areas, progression discussion, researching or reflecting on people within a range of industries relating to the subject - Historians, technologists, scientists etc.

**Careers - SEND and the Gatsby Benchmarks**

The following guidance has been used to ensure that the offer for our SEND students is suitable and provides the learners with the level of Careers support that they require.

<https://www.goodcareerguidance.org.uk/assets/file?filePath=send/good-career-guidance-perspectives-from-the-send-sector.pdf>

## **APPENDIX:**

### ***Outline Gatsby Benchmarks***

#### **1 A stable careers programme**

Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers, governors and employers.

#### **2 Learning from career and labour market information**

Every pupil, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.

#### **3 Addressing the needs of each pupil**

Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school's careers programme should embed equality and diversity considerations throughout.

#### **4 Linking curriculum learning to careers**

All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.

#### **5 Encounters with employers and employees**

Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.

#### **6 Experiences of workplaces**

Every pupil should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.

#### **7 Encounters with further and higher education**

All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.

#### **8 Personal guidance**

Every pupil should have opportunities for guidance interviews with a career adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but should be timed to meet their individual needs.