



Careers Policy

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Careers Policy

Aims:

Careers education and guidance at School 21 is developed through Coaching, Curriculum 21, educational visits, provider visits to the school, parent/carer events and the SMSC programme. The School believes in 'Learning through Real Life activities' and this is embedded through our project based learning curriculum.

The school follows the 2014 Gatsby benchmarks for good careers guidance.

The school has a dynamic approach to careers provision across the School and is responsive to the needs of individual cohorts, and local employment pathways. It's a programme which both inspires, enriches and broadens the career prospects of all students who attend our School.

Named School Careers Lead

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Benchmark 1 – a stable careers programme

There are planned opportunities for students from Years 7 to 11 to broaden and deepen their understanding of careers and employability skills.

Below is an overview of that provision from Y7 - Y13 across the academic year.

	Autumn	Spring	Summer
Year 7	- Project Based Learning - Exhibition - Careers Talk	- Project Based Learning	- Project Based Learning - Exhibition - Careers Talk
Year 8	- Project Based Learning - Sutton Trust University	- Project Based Learning	- Project Based Learning - Exhibition

	Pathway Programme - Exhibition		- Careers Talk
Year 9	- Career talks	- Career talks	- Career talks - Preparing for work trip
Year 10	- Career talks - Real world learning	- Career talks - Real world learning - Apprenticeship workshop	- Career talks - Real world learning - University visit
Year 11	- Career talks - Apprenticeships Workshop	- Career talks - Career afternoon	- Career talks
Year 12	- Career talks - Career-specific mentoring	- Career talks - Real world learning and studio - Career mentoring - University fair visit - Higher apprenticeships information session	- Career talks - Real world learning and studio - University campus visits - University application support - Career mentoring
Year 13	- Career talks - Real world learning and studio - University application support	- Career talks - University application support	- Career talks

Benchmark 2 – learning from career and labour market information

Through the ‘Partnerships Team’ at School 21, we have a highly collaborative and networked approach to relationships with local and national businesses. Through the School’s commitment to project based learning, and real world learning placements, we have a very dynamic and flexible approach to careers programmes that meet both the students’ needs and local employment pathways.

In Middle School students have the opportunity through a range of projects to learn about different careers and industry. An example of this in Autumn 2018 is a project around artificial intelligence and robotics and the impact this will have on the future jobs market.

In the Secondary Phase, Year 9 students have a ‘Ready for Work’ placement Day and Year 10 students benefit from the Real World Learning Placements. Each student in Y10 will spend one afternoon a week every week on a work placement. Students will complete two work

placements during the course of the year and will be tasked to solve a problem for a partner organisation. The first placement lasts 17 weeks, the second lasts 13 weeks. Placements are authentic learning experiences of the real world for students.

Key Stage 4 students receive careers independent advice and guidance to prepare them for applications for post 16 education, training and employment.

Benchmark 3 – addressing the needs of each student

Students receive interviews by their Coach at transition points: options interviews with a senior teacher in Year 9 and careers interviews with a professional independent careers advisor during Key Stage 4.

Real World Learning Placements in Y10 are carefully chosen by the Partnerships Team to ensure that the placements reflect the career interests and appropriate challenge for the students involved. These placements are more than just work experience weeks, where students get to work on real projects for companies across London.

Benchmark 4 – linking the curriculum to careers

Teaching through a project-based learning approach gives us many opportunities to link the curriculum to careers. Please visit the school website to find out more about projects.

Benchmark 5 – encounters with employers and employees

Over their time at School 21, students will have a multitude of encounters with employers and employees:

- Authentic audiences (external experts) will come in to co-deliver and critique sections of projects that students are participating in from Reception to Year 13
- Exhibitions of Beautiful work take place 2-3 times per year, and give students an opportunity to discuss their work with external experts (science work with scientists, and art work with an artist, for example)
- Work visit day - in Year 9, all students spend a day at the workplace of a large employer. This experience includes a careers carousel with various employees of the company.
- Real world learning - in Year 10, Year 12 and Year 13, students get the opportunity to be placed with an employer for half a day per week, every week for a term, to solve a real problem for them. Over the course of their placement, they will be exposed to

and will meet many employees from that organisation.

- During LitFest, students in Years 7-11 are exposed to a range of people in a variety of jobs that use the written word, and participate in workshops with them
- Careers talks - students in Years 7-13 are given the opportunity to sign up for as many careers talks as they want to. These take place after school during the spring and summer terms, and involve external experts coming in to talk about their career pathway (including qualifications) and current job.
- Due to the School 21 ethos of being an 'outwards facing' school, and our project-based learning approach, students will come across a multitude of different people in a variety of jobs during their time at school.

Benchmark 6 – experiences of workplaces

- Real world learning - School 21 has some long standing real world learning partners from a breadth of careers, these include: HSBC, Ministry of Justice, John Lewis, Building Crafts College, Salesforce to name but a few
- Year 9 work insights day

Benchmark 7 – encounters with further and higher education

- University visit days for secondary and sixth form students
- Students at School 21 have opportunities to visit other Sixth Forms in the Borough and to attend our own Sixth Form provision
- Coaching curriculum in Y11 focuses on students' individual talents and personal attributes and looks at choices available to students post KS4
- School is a registered centre for Oxbridge admissions examinations
- University Summer Schools for many students within the Sixth Form.

Benchmark 8 – personal guidance

15 Billion is the Newham Education Business Partnership that the school collaborates with for students in key year groups to offer impartial independent careers advice and guidance.

School 21 is committed to give providers of technical education and apprenticeships access to students in order to share information and broaden horizons. Full details can be found in our [Provider Access Policy](#).