



Careers Vision

Vision:

To develop a careers programme that raises aspiration, fosters ambition and motivates our students so that they want to excel. For each and every student to feel valued, that we are invested in them and care about their futures.

- **Excellence** – We will provide students with opportunities in which to excel, to empower them to make free choices as a foundation for their best possible future; with outcomes in line with, or better than, their peers nationally. In Careers, students will learn about the knowledge and skills that are valued in the workplace, with first hand experiences of working with employers.
- **Equality** – We will provide high quality teaching and learning, delivering a broad, knowledge rich curriculum, where high aspirations are the norm and success is celebrated, to all students regardless of their background, ethnicity, religion, gender or educational need. The careers programme will allow all students the opportunity to explore a full range of career opportunities with group and individual experiences.
- **Truth** – We will pursue truth open-mindedly, seeking to help students to enquire, question and challenge, helping them to be well-rounded, resilient, confident, independent learners with a love for learning and how these skills are transferrable when considering suitable careers.
- **Respect** – We will create a safe community that has at its core an understanding of deep respect for self, for others and for the environment; strong relationships are key. In Careers, students will learn from the advice and guidance that is delivered by a network of people, learning how to build professional relationships.

Intention – based on the Gatsby Benchmarks at the heart of the National Careers Statute

BM1 - A stable careers programme. Every school and college should have an embedded programme of career education and guidance that is known and understood by students, parents, teachers, governors and employers.

BM2 - Learning from career and labour market information. Every student, 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.

BM3 - Addressing the needs of each student. Students have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each student. A school's careers programme should embed equality and diversity considerations throughout.

BM4 - 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.

BM5 - Encounters with employers and employees. Every student 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.

BM6 - Experiences of workplaces. Every student 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.

BM7 - Encounters with further and higher education. All students 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.

BM8 - Personal guidance. Every student 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

Intention	Implementation	Impact (staff/students/Parents)
<p>BM1 To develop a programme that raises aspiration, fosters ambition and motivates our students so that they want to excel. For each and every student to feel valued, that we are invested in them and care about their futures in line with Gatsby benchmark 1.</p>	<p>Ensure students have an opportunity to gain support and advice:</p> <ul style="list-style-type: none"> • Year 11 Careers information evening via Parents Evenings • Year 9 Transition Support (pamphlets, talking heads and progress evening appointments) • Online UCAS webinar • 1-1 Student Guidance Interviews • Year 11 and 12 – Sharing information (Opportunities/vacancies) via Teams careers section • Y9 Plymouth University visit during impact day • University guest speakers, information morning for pupil premium students • Further and higher education guest speakers, information morning for SEN students 	<ul style="list-style-type: none"> • Students, parents and carers and staff are well informed regarding future choices at every stage. • Students and parents/carers know how to get support and guidance when needed. • Students aspire to be successful with ambitious future dreams.
<p>BM2 Learning from career and labour market information. Every student, 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.</p>	<p>Students and their parents/carers will be provided with information to support them to understand the the labour market and future study options. This will be done by:</p> <ul style="list-style-type: none"> • Careers section in the school termly newsletters to be launched this year; to publicise sites where they can access labour market information and up and coming events • Talking head video guides – support the Year 9 and Sixth Form options process • Higher and further education visits (see also BM1). • A programme of assemblies with visits from education colleges and South Dartmoor Sixth Form (see also BM1) • Careers library - planned tutor visits for all Y11 students and individual drop-ins welcomed 	<ul style="list-style-type: none"> • Students, parents and carers are empowered to make informed decisions about their future. • Students, parents and carers are made aware of how to access labour market information when it comes to making decision careers and their future. • Students are informed about further education pathways and choices.
<p>BM3 Addressing the needs of each student. Students</p>	<p>Students (and parents / carers) will be given different opportunities to address their individual needs. Activities include:</p>	

<p>have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each student. A school's careers programme should embed equality and diversity considerations throughout.</p>	<p>KS3:</p> <ul style="list-style-type: none"> • Introduce careers pilot to enable students in Y7 onwards to track their own careers pathways • Impact days – visiting speakers. Suitable activities for age of students. • Y9 one to one options choice support with member of staff • Y9 transition booklets and talking heads • 1-1 Guidance provided by a qualified member of the careers team offered through careers library drop-in <p>KS4</p> <ul style="list-style-type: none"> • Year 10 and 11 SEN coffee morning where students and parents / carers will be invited in to look at different options (careers and local colleges will be available) • Y10 careers impact day with guest speakers • Individual 1-1 Guidance provided by a qualified member of the team for every Y11 student by the careers team • Y11 careers area on Teams, with key up to date information regularly posted • Y10 and 11 careers appointments available during progress evenings for parent and student appointments • Y11 transition booklet and newsletters sent to all parents and students • Y10, 11 work experience placements • Virtual apprenticeships info for students • Careers appointments available throughout sixth form open evening for Y11 students <p>KS5</p> <ul style="list-style-type: none"> • UCAS virtual conference • Apprenticeships virtual assemblies • Regular external visitors presenting careers opportunities • Higher education visits and guest speakers • Y12 & 13 careers area on Teams updated with regular posts • Y12 work experience week 	<ul style="list-style-type: none"> • Students are well informed with advice and support that has been tailored to meet their needs. • Students are able to make informed choices for their options subjects at KS4. (Parents and carers well informed). <ul style="list-style-type: none"> • Parents and carers of SEN students are made aware of options available in order to best support their children. • All students are able to make informed choices for their future pathways post 16. (Parents and carers well informed). • All students have the opportunity to complete a work experience placement. <ul style="list-style-type: none"> • All students are able to make informed choices for their future pathways. • All students feel supported in applications for further and higher education or in a place of work.
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<p>BM4 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.</p>	<p>Careers has been mapped across the curriculum looking at what individual subjects do to promote careers within their subject. This document will be 'live' and will continuously be updated by HODs and careers. This document will be available on the college website.</p>	<ul style="list-style-type: none"> • Staff have a curriculum map with appropriate learning objectives for age, stage and progression as we strive to open doors for students' futures. • Students are motivated and inspired by the curriculum provision in each subject. Students, parents and carers are able to see links to future career opportunities throughout the curriculum.
<p>BM5 Encounters with employers and employees. Every student 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.</p>	<p>KS3</p> <ul style="list-style-type: none"> • Careers Impact Day: • Y 9 – Trip to Plymouth University • Y7 & 8 invited guest speakers with careers related activities • Throughout the year, visiting speakers – organised through various departments (See Department Mapping document on college website) <p>KS4</p> <ul style="list-style-type: none"> • Work Experience for Years 10 & 11 • Impact Days - invited guest speakers with careers related activities • Throughout the year, visiting speakers – organised through various departments (See Department Mapping document on college website) • Mentoring offered by Peninsula Medical School for Medicine and Dentistry <p>KS5</p> <ul style="list-style-type: none"> • Work Experience for Year 12 • Impact Days - invited guest speakers with careers related activities 	<p>Students have encounters with employers and employees to learn about different careers and opportunities available to them to:</p> <ul style="list-style-type: none"> • Make informed decisions about their future choices and careers • Aspire to be successful with ambitious future dreams

	<ul style="list-style-type: none"> • Throughout the year, visiting speakers – organised through various departments (See Department Mapping document on college website) • Mentoring offered by Peninsula Medical School for Medicine and Dentistry 	
<p>BM6 Experiences of workplaces. Every student 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.</p>	<p>KS4</p> <ul style="list-style-type: none"> • Work Experience placements for all students in Year 10 <p>KS5</p> <ul style="list-style-type: none"> • Work Experience in year 12 <p>Students informed of work experience opportunities e.g. Armed Services and NHS</p>	<ul style="list-style-type: none"> • Students take personal responsibility to organise and arrange work experience placements with a wide range of employers locally and nationally. • Students develop the qualities needed to work in a professional environment. • Students have an opportunity to explore future career aspirations.
<p>BM7 Encounters with further and higher education. All students 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.</p>	<p>KS3</p> <ul style="list-style-type: none"> • Year 9 – Trip to Plymouth University • Year 8 – Apprenticeship talk <p>KS4</p> <ul style="list-style-type: none"> • Students at the beginning of year 11 are given a transition document to support them with their next steps in education, employment or training. • Students in years 10 and 11 are given a presentation from Careers South West (CSW) and Amazing Apprenticeships about apprenticeship opportunities. • Local further education colleges and the sixth form at South Dartmoor to give assemblies to Year 11 about academic and vocational routes. This included an opportunity for individuals to ask questions and seek advice. 	<ul style="list-style-type: none"> • Students 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.

	<ul style="list-style-type: none"> • SEN team and careers run a coffee morning for parents/carers and students in years 9, 10 and 11 - local Colleges invited in. • South Dartmoor Sixth form have a taster day which allow learners to look at a range of options. • Selected students given an opportunity to talk with student ambassadors from plymouth University about University life and future career possibilities. <p>KS5</p> <ul style="list-style-type: none"> • All sixth formers are invited to a UCAS exhibition supporting the application process for higher education. • All sixth formers invited to an Apprenticeship exhibition • Several apprenticeship assemblies and small group discussion (including previous students) <p>All years are invited to the careers library with a wide range of College prospectuses, apprenticeship and University information.</p> <p>Students are informed about open events from Universities and Colleges.</p>	
<p>BM8 Personal guidance. Every student 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</p>	<p>South Dartmoor Community College and the Atrium have a qualified level 6 Careers member of staff who provides careers guidance. This is offered to all students and parents / carers.</p> <p>Careers guidance is available during parents evenings.</p> <p>All students in year 11 will be offered a time for a careers guidance session.</p> <p>Years 12 & 13 students are able to book their appointments via their personal tutors or directly with the careers department.</p>	<ul style="list-style-type: none"> • Students, parents and carers are able to access support and guidance which will support them to make informed choices. • Students are able to plan for their future and feel empowered and informed.

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