



Careers Strategy



Mission: Empowering everyone to be the best they can be.

Vision: Every child fulfils their potential.

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.

Values:

- **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 Career assemblies – a series of assemblies from local colleges and training providers • Sixth Form / Careers event for year 10 and 11s (local colleges and training providers available) • Careers advice available for revision evening for year 10 and 11 • Year 9 transition support (assemblies, taster sessions and progress evening appointments) • UCAS exhibition for all year 12s • 1-1 student guidance interviews (appointments available for any student – year 11 have timetabled interviews) • Year 11 and 12 – Sharing careers information for students via TEAMS (employment/ apprenticeship/ open events opportunities/vacancies) • Y10 Plymouth University visit (in July) • Plymouth University visit (year 11 and 12 open invitation) • Guest speakers • Further and higher education guest speakers, information morning for SEN students • Careers Fair (summer term) 	<ul style="list-style-type: none"> • Students, parents / 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</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 publicise sites where they can access labour market information and up and coming events • 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 - Individual drop-ins welcomed 	<ul style="list-style-type: none"> • Students, parents / carers are empowered to make informed decisions about their future. • Students, parents / carers are made aware of how to access labour market information when it comes to making decisions regarding careers and future pathways. • Students are informed about further education pathways and choices.

<p>support of an informed adviser to make best use of available information.</p>	<ul style="list-style-type: none"> • Discussed in 1-1 guidance interviews • Lessons in spring and summer term 	
<p>BM3</p> <p>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.</p>	<p>Students (and parents / carers) will be given different opportunities to address their individual needs. Activities include:</p> <p>KS3:</p> <ul style="list-style-type: none"> • Careers Fair • Careers lessons in spring and summer term • Year 9 one to one options choice evening and further support with a member of staff • Year 9 options booklet • Years 8 / 9 – STEM Army visit • 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"> • Years 10 and 11 SEN coffee morning where students and parents / carers will be invited in to look at different options (careers and local colleges are represented) • Careers Fair • Career lessons delivered by core subjects • Individual 1-1 guidance provided by a qualified member of staff for every Y11 student • Years 10 and 11 careers area on Teams, with key up to date information regularly posted • Year 10 work experience • Years 10 and 11 careers and local colleges /training providers available during sixth form / careers evening and revision evening • Year 11 transition booklet and newsletters sent to all parents and students <p>KS5</p> <ul style="list-style-type: none"> • UCAS exhibition 	<ul style="list-style-type: none"> • Students are 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 / carers informed). • Parents / 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 / carers informed). • All students have the opportunity to complete a work experience placement.

	<ul style="list-style-type: none"> • Apprenticeships assemblies • Bespoke medical students support • Labour market information session • Years 12 Parents information evening to support future pathways • Regular external visitors presenting careers opportunities • Higher education visits and guest speakers • Years 12 & 13 careers area on Teams updated with regular posts • Year 12 work experience week • Careers Fair • 1-1 guidance interviews available by appointment 	<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. • All students have the opportunity to complete a work experience placement.
<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 is 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</p>	<p>KS3</p> <ul style="list-style-type: none"> • Careers Fair • Years 8 and 9 - STEM Army visit • Science week – visiting speakers <p>KS4</p> <ul style="list-style-type: none"> • Work experience for Year 10 • Years 10 – Trip to Plymouth University • Careers Fair 	<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

<p>valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.</p>	<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>KS5</p> <ul style="list-style-type: none"> • Work Experience for Year 12 • Careers Fair • UCAS exhibition • 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 • Speakers organised by sixth form 	
<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, Police, Medical etc through assemblies, Teams, 1:1 guidance and open events.</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</p>	<p>KS3</p> <ul style="list-style-type: none"> • Years 8 and 9 – Apprenticeship assemblies • Years 9 – Colleges talks (summer term) <p>KS4</p>	<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.

<p>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>	<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. • Local further education colleges, training providers and the Sixth Form at South Dartmoor give assemblies to Year 11 about academic and vocational routes. This includes an opportunity for individuals to ask questions and seek advice. • SEN team and careers run a coffee morning for parents / carers and students in years 10 and 11 - local colleges invited in. • Sixth Form and Careers Event – local colleges and traing providers attend <p>KS5</p> <ul style="list-style-type: none"> • UCAS exhibition • Apprenticeship assemblies • Student and Parent / Carer event – future pathways • Careers delivered through the Sixth Form Professional Development Programme (PDP) <p>All years are invited to the careers library with a wide range of college prosectuses, apprenticeship and univerisity 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</p>	<p>South Dartmoor Community College 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 eveings.</p> <p>All students in year 11 will be offered a time for 1:1 careers guidance interview.</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 furture and feel empowered and informed.

<p>they are trained to an appropriate level. These should be available whenever significant study or career choices</p>	<p>Years 12 & 13 students are able to book their appointments via their personal tutors or directly with the careers department.</p>	
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