

Careers Plan for Foundry College 2020-2023

At Foundry College we ensure we follow and adhere to delivering The Gatsby Benchmarks, which is the framework of 8 guidelines that define the best careers provision in secondary schools. These benchmarks are explained below;

Benchmark	Gatsby Statement
1. A stable careers programme	Every school and college should have a stable, structured careers programme that is known and understood by pupils, teachers, governors and employers
2. Learning from labour market information	All pupils and parents should have access to information about career paths and the labour market to inform their own decisions on study options.
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, as well as actively seek to challenge stereotypical thinking and raise aspirations.
4. Linking curriculum learning to careers	All teachers should link curriculum learning with careers. Every pupil should have had the opportunity to learn how the different STEM subjects help people to gain entry to, and be more effective workers within, a wide range of careers.
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 achieved through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.
6. Experiences of workplaces	Every pupil should have had at least one experience of a workplace, additional to any part-time jobs they may have.
7. Encounters with further and higher education	Every pupil should have had a meaningful encounter* with providers of the full range of learning opportunities, including sixth forms, colleges, universities and apprenticeship providers. This should include the opportunity to meet both staff and pupils. *A 'meaningful encounter' is one in which the student has an opportunity to explore what it is like to learn in that environment.
8. Personal Guidance	Every pupil should have opportunities for guidance interviews with a Careers 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.

Year Group Focus

Primary

Topic
Jobs and careers
Dream job and how to get there
Stereotypes about genders and jobs
Setting and achieving personal goals & future dreams
How dreams and goals change in response to life
Rights, responsibilities and democracy (school council)
Being a citizen

Year 7 and Year 8

Topic	How	Gatsby Benchmarks
Careers introduction and British Values	LIFE lessons, intervention activities, guest speakers	1 2
Introduction to career websites	LIFE lessons,	3
Create a Start Profile	www.startprofile.com	4
Developing attributes of resilience, problem-solving, and pride in self-presentation	Cross-curriculum within lessons, intervention activities, 1:1 discussions	5 8
Develop awareness of their own strengths, areas of development and aspirations	Cross-curriculum within lessons, intervention activities, 1:1 discussions, start profile	

Year 9

Topic	How	Gatsby Benchmarks
Create a Start Profile	www.startprofile.com	2
Tackling job stereotyping	Cross-curriculum within lessons, LIFE lessons, employer talks	3 4
KS4 options and beyond	1:1 discussions, group discussions, online resources	5 6
Decision making	1:1 discussions, group discussions, intervention activities	8
Finding good careers information – who can help?	1:1 discussions, group discussions	
Employability, personal qualities & skills development	Cross-curriculum within lessons, employer talks, 1:1 discussions, group discussions, 'build up your business' project	

Year 10

Topic	How	Gatsby Benchmarks
Create a Start Profile (if not completed at previous school)	www.startprofile.com	2 3
College v apprenticeships v traineeships	LIFE lessons, employer talks, college talks	4 5
Work experience application forms	LIFE lessons	6
Work experience	Extended placement with an employer	7
College course options	LIFE lessons, 1:1 discussions	8
CVs & covering letters	Cross-curriculum within lessons, Employer talks, 1:1 discussions, LIFE lessons	
Challenges of being NEET	LIFE lessons, group discussions	
Employability, personal qualities & skills development	Cross-curriculum within lessons, employer talks, 1:1 discussions, group discussions, 'build up your business' project	
Interview prep and mock interviews	LIFE lessons, 1:1 discussions, group discussions, trips (virtual & physical), Enterprise Advisor, local employer/s	
Barriers to employment	LIFE lessons, 1:1 discussions, group discussions	

Year 11

Topic	How	Gatsby Benchmarks
Create a Start Profile (if not completed at previous school)	www.startprofile.com	2 3
College v apprenticeships v traineeships	LIFE lessons, employer talks, college talks, cross-curriculum within lessons	4 5
Work experience application forms	LIFE lessons	6
Work experience	Extended placement with an employer	7
College visits	Trips (virtual or physical)	8
Applications – College, apprenticeships, traineeships	Trips (virtual or physical), LIFE lessons, 1:1 discussions	
Part-time job searching and applications	LIFE lessons, 1:1 discussions, group discussions	
CVs & covering letters	Cross-curriculum within lessons, Employer talks, 1:1 discussions, LIFE lessons	
Interview prep and mock interviews	LIFE lessons, 1:1 discussions, group discussions, trips (virtual & physical), Enterprise Advisor, local employer/s	