

Careers programme information

- the name, email address and telephone number of the school's Careers Leader
 - **Ms Kiran Kajekar (E: kiran.kajekar@bramptonmanor.org; T: 02075400500)**
- a summary of the careers programme, including details of how pupils, parents, teachers and employers may access information about the careers programme
 - **Please see below and further detailed information in the careers section of our website**
- how the school measures and assesses the impact of the careers programme on pupils
 - **Students being able to make informed decisions about their next steps as evidenced by the proportion of students staying in education, training and employment at post 16 and post 18.**
- the date of the school's next review of the information published
 - **June 2021**

Benchmarks	Overview and Evidence Gatsby Benchmarks
1	<p>A stable careers programme</p> <ul style="list-style-type: none"> • Brampton has a stable, structured careers programme which is embedded in the curriculum and is known and understood by students, parents, teachers, governors. It has the explicit backing of the senior leadership team and has an appropriately trained person responsible for it. • Has a designated careers leader. <ul style="list-style-type: none"> ○ K.Kajekar has been appointed since September 2013. There is a SLT link who oversees careers for 11 to 16 students. Key stage 5 students' careers guidance and advice is managed by the sixth form team, with a Deputy Director of Sixth Form responsible for delivering careers advice in the sixth form supported by the university access team. • A careers programme which meets the needs of ALL students. <ul style="list-style-type: none"> ○ A stable and structured careers programme has been developed with a thematic approach for each of the year groups. This is as follows: <ul style="list-style-type: none"> ▪ Year 7: Introduction to 'what is careers?' ▪ Year 8: Exploration of various careers linked with subject options. ▪ Year 9: Careers pathways linked with subject options. ▪ Year 10: The world of work. ▪ Year 11: Post 16 choices and provision. ▪ Year 12 and 13: this provision focuses on Universities and academic opportunities, Employment, career opportunities and UCAS support. ○ The Enterprise Careers advisers act as critical friends and are helping the ongoing development of a programme that has an impact on students. ○ The school has completed the Compass evaluation and is using it to drive improvement. • Parents are aware of careers information through the school's information evenings. <ul style="list-style-type: none"> ○ Information evening for all years. ○ Year 11 information evening that provides career information of Post 16 provision. ○ Parents and students have the opportunity to gain further advice on the Kudos forum from the careers advisor and career lead. • Access to careers information <ul style="list-style-type: none"> ○ The PSHE programme for all years is in conjunction with the thematic programme for each year. ○ Guest speakers for Years 8-13. This is worked closely with departments and government guidelines. A range of these guest speakers come from STEM speakers. ○ Trips and Workshops for various years allows provides employers encounters from various industries. This is in partnership with our external partners such as My KindaFuture, IntoUniversity, My Big Career, 15BillionEPB and Barclays Bank. Examples include: <ul style="list-style-type: none"> • Stem opportunities KPMG future leaders programme (Year 10), AECOM (Year9), ARCADIS (Year9), WSP (Year9)

	<ul style="list-style-type: none"> • Leadership in focus (Year 10), Medicine in Focus (Year 9 and 10), Business in Focus (Year 9 and 10), Careers in Focus (Year 9), Media and Advertising Dentsu workshop (Year9), Buddy programme (Year 8). ○ External partnerships that provide opportunities which include BBC Young reporters (Year 9 &10), Channel 4 (Year 9 and 10), B.T Boot camp (Year 10). ○ Skills days – opportunity to meeting various employers from different sectors. ○ Assemblies – Year 8-13. At various points throughout the year that links subjects to opportunities of different career pathways. In parallel with the thematic approach for the year. <ul style="list-style-type: none"> • A development plan for the careers programme <ul style="list-style-type: none"> ○ This sets out plan for each of the individual year groups and aims to fulfil guidance set by the careers statutory guidance and the Baker Clause January 2018.
2	<p>Learning from careers and labour market information.</p> <ul style="list-style-type: none"> • Students have a more rounded picture of opportunities available in the Labour market in years 7-11. <ul style="list-style-type: none"> ○ Use of Kudos and the school's website as references to good sources of information. (Years 7-11). ○ PSHE programme incorporates LMI (Year 11). In both year 10 and 11 students create and update personal Career Profiles on Kudos, Personal Statements and C.Vs. ○ BOSS Day (year 10) - provides access to future employers and independent, impartial careers guidance from Industry professionals. ○ Guest speakers are invited to speak to students (All years). Also on careers visits students get opportunities to discuss various aspects of LMI that allows access to the diverse pathways and job opportunities within any particular organisation. ○ Use of Enterprise Advisors Network for ongoing support regarding LMI. ○ Use of the School website that gives students links to various careers websites and platforms that provide up-to-date career and labour market information.
3	<p>Addressing the needs of each student.</p> <ul style="list-style-type: none"> • Use of the Compass Evaluation tool to assess and analyse implementation of the Gatsby Benchmarks for the school as a whole. • Data capture of Post 16 destinations is used to inform students of best institutes to attend. • Careers support, assemblies/ parents evening in Years 9 to 11 as well options fairs in year 8 and 9. This includes information of post 16 choices, Kudos and apprenticeship information. • Use of some programme providers- such as Into University, MyKinda future, My Big Career and Careers Enterprise link to provide opportunities for students which meet the needs of our student body. • Partnership with Careers and Enterprise Company since March 2016. • Year 10 work experience is addressed to student needs.
4	<p>Linking curriculum learning to careers.</p> <ul style="list-style-type: none"> • Guest speakers from STEM related subjects promote the value of STEM careers. • Trips hosted BT, AECOM, Arcadis and WSP to engage girls in particular with STEM work related, and curriculum, learning. • Curriculum subjects such as ICT and Maths this year have delivered assemblies to highlight career opportunities and pathways linking to all subjects. • Guest Speakers from non-STEM subjects- such as History, R.S, Drama and English- ensure students are aware of how subjects link to future career options. • Curriculum leaders make explicit links between the academic curriculum they teach and future careers to students as appropriate to key stage and year in schemes of work.
5	<p>Encounters with employers and employees.</p> <ul style="list-style-type: none"> • Our partnerships with 15BillionEPB, Work Experience and Boss Day (year 10) ensure that students have at least one meaningful experience with an employer. • Workshops and trips such as Careers in Focus, Leadership in Focus, Business in Focus, allow encounters with corporate companies for students to build a rich picture of the world of work. (Years 8-11) • Visits to academic intuitions also provide first-hand experience of encounters with employers and employees. (Years 8-11) • Work with Enterprise Advisers to tap into opportunities to encounter corporate employers and employees. For example, year 10 students have had the opportunity to be mentored by members of Ernst and Young and Morgan Stanley. • Brampton Active provides volunteering opportunities (Years 7-9). • National Citizenship programme (Years 10, 11 and 12).

	<ul style="list-style-type: none"> Year 12 students are supported to apply for high level apprenticeships for example at the Bank of England, Ernst and Young, Deloitte and the Marriott Hotel chain.
6	<p>Experience of workplaces</p> <ul style="list-style-type: none"> Through our partnership with 15BillionEPB and Access Aspiration, all students in year 10 and 12 have first-hand experiences of a work placement that allow them to explore a career opportunity. Some students seek further opportunities by working with the Easter or summer holidays (years 10-12). Students are well prepared for their experiences of world of work through assemblies, BOSS day and registration activities and majority of students also attend an interview with the employers. A robust system ensures that all students have the opportunity to receive feedback from their employers (Year 10).
7	<p>Encounters with further and higher education.</p> <ul style="list-style-type: none"> Year 11 parents evening provides meaningful engagement with post 16 providers. Access to career platforms such as UCAS, Career box, Kudos provides online resources covering post-16 applications, universities, apprenticeships and school leaver programmes (Years 10-13). Visits to various university allows students further meaningful encounters. The university access team work with students from year 7 to 13 to prepare them for access to university and elite institutions. This is through tailored learning programmes, visits to universities and through university lecturers and staff visiting the school. For example all year 12 students will visit the University of Bristol this year prior to making their UCAS application.
8	<p>Personal guidance.</p> <p>All students have opportunities for guidance interviews with a careers adviser.</p> <ul style="list-style-type: none"> Personal guidance to students is also provided through: <ul style="list-style-type: none"> Subject teachers External and internal partners Visits and workshops Career Lead/Adviser- <ul style="list-style-type: none"> One to one CEIAG (Year 10-11) Group CEIAG (Year 10-11) Year 9 & 8 options fair Access to recommended online careers resources and the school website provides students the opportunity and knowledge of post-16 applications, universities, apprenticeships and school leaver programmes.