

Misbourne Careers Programme

Gatsby Benchmark	Definition	Year 7	Year 8	Year 9	Year 10	Year 11	6 th form	
1 A Stable Careers Programme	Every school and college should have an embedded programme of career education and Guidance that is known and understood by pupils, teachers, governors and employers.	Employability Awards programme					Year 11 Careers Day delivered in December*	Year 12 Careers Day delivered in July**
		Enrichment programme						
		Careers lessons in PSHCE / form time						
		Annual staff, student and employer surveys						
2 Learning From Career and Labour Market Information	Every pupil, 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.	Students review job profiles in 'START' software						
		Careers notice board & LMI posters in each curriculum area						
		LMI data signposted on website - parents emailed						
		Careers advisor available to support students. Appointments process.						

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.	Careers advisor available to support students. Appointments process.					
		Student support team meet with students to ensure our young people get the advice they need.					
		Students complete profile in 'START' careers software to identify skills / qualities / interests & potential career options					
		Ad-hoc opportunities flagged to students for whom it's relevant					
		Student careers & employability skills encounters recorded on SIMS					
		Year 7 Careers Q&A					Action 'What Next' forms to identify Year 11s that require careers guidance.
							Destination survey sent to students at October half term for 3 years after leaving
BCC intended destination form	Year 13 LinkedIn workshop – alumni destinations						
BCC destination data							
Connexions support on results day	KS5 mentor support on results day						
4 Linking Curriculum Learning To Careers	All/the overwhelming majority of students by the time they leave school, have meaningfully experienced career learning as part of most curriculum areas	All subject areas have an element of careers planned - see Tracker for details.					

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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 through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.	Q&A time in PD lesson	Assembly – elect a talk to attend	Tailored workshops and excursions	Most Able Speed networking	Year 11 Careers Day*	Year 12 Careers Day**
					ASDAN Bucks Skills Show		
		All subject areas have an element of careers planned - see Tracker for details.					
Careers, Apprenticeships, Further & Higher Education Fair							
6 Experiences Of Workplaces	Every pupil should have first-hand experience of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.	Most Able, STEM & subject-relevant trips to a variety of employers (see Tracker for details)					
		Year 7 Day to work					Year 12 Work experience

7 Encounters With Further and Higher Education	All pupils 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.	Encourage students to attend the MK Apprenticeship fair & Bucks Skills Show				
		Careers, Apprenticeship, Further & Higher Education Fair. ASK apprenticeship parent & student talk.				
		Careers advisor available to support students. Appointments process. (Priority given to year 11 & 13)				
					MFL visit to Oxford Brookes	Year 11 Careers Day guest speakers*
	Uni lecture Holocaust	Bucks New Uni Passport Day		Year 12 enrichment day at Bucks New Uni		
			Passport Day Oxford Brookes	Monitor student Uni visits and record on SIMS		
				Subject University lectures		

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8 Personal Guidance	Every pupil 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 are being made. They should be expected for all pupils but should be timed to meet their individual needs.	Careers advisor available to support students. Appointments process. (Priority given to year 11 & 13)					
		Pastoral support					
			SLT interviews to review option choices			Year 11 Careers Day Adviza group sessions	Students offered access to Morrisby psychometric test and feedback

* Year 11 Careers Day – Students off timetable for the day and work through a carousel of workshops

- University talk
- College workshop
- Apprenticeship talk
- Connexions group interview / workshop
- 1 to 1 interview (external business representatives)
- Team working / leadership skills workshop (army led)
- Motivational talk

** Year 12 Careers Day – Students off timetable for the day and work through a carousel of workshops

- CV workshop – work with a business representative on a one to one basis improving a draft CV
- 1 to 1 Skype interview (external business representatives)
- Group selection centre activity (based on an airplane crash)
- Psychometric testing