

**Careers Strategy Statement: Reigate School
2020-2021**

Vision: All children have a planned programme of activities to help them choose pathways that are right for them and to be able to manage their careers, sustain employment and achieve their academic, social and personal potentials.

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| Careers Leader: | Mrs A Grew | SLT Link: | Miss N Walsh | Link Governor: | Mrs J Chalmers | Review Date: | July 2021 |
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| Objectives | |
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| 1 | To have a stable, structured careers programme from Year 7 to Year 11 and to ensure this programme is regularly evaluated by staff, children and parents. |
| 2 | To ensure all children will have accessed and used information about career paths and the labour market to inform their own decisions on study options by the age of 14. |
| 3 | To keep systematic records of the advice given to children, as well as destinations data for three years after they leave school. |
| 4 | To ensure all children will have the opportunity to learn how the different subjects (especially STEM) help people to gain entry to, and be more effective workers within, a wide range of careers. |
| 5 | To ensure that all children participate in at least one meaningful encounter with an employer every year. |
| 6 | To ensure that all children have at least one experience of a workplace, additional to any part-time jobs they may have, by the age of 16. |
| 7 | To ensure that all children have a meaningful encounter with providers of the full range of learning opportunities, including sixth forms, colleges, universities and apprenticeship providers. |
| 8 | To ensure that all children are provided with independent careers guidance by an appropriately trained person. |

| Strategic Careers Plan | | | | | |
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| Objectives | Actions | Responsible | Time | Outcomes | Review |
| 1 | The creation of a Careers Plan for Years 7 to 11 that is regularly evaluated and reviewed. | Careers Lead/SLT Lead | Ongoing – half termly evaluation | Every child meets the Gatsby Benchmarks by the end of Year 11. | |
| | The publication of the Careers Plan, Careers Policy and Provider Access Policy on the school website so that it is available to children, parents, teachers and employers. | Careers Lead/ICT Support | September 2020 | All stakeholders are aware of the plans and policies in place to support Careers development of children. | |
| | The evaluation of each speaker and trip by children and relevant staff. | Careers Lead | After each speaker/trip | Planning and support for subsequent year changes and improves. | |
| | The evaluation of the entire Careers programme by parents and staff. | Careers Lead | July 2021 | Planning and support for subsequent year changes and improves. | |
| 2 | PHSE lessons in Year 8 Autumn Term 1 focus on the GCSE Options process, using Fast Tomato software. | PSHE Department/Deputy Head | Autumn Term 1/Spring Term 1 | Year 8 children feel confident that their choice of subjects reflects their future career choices. | |
| | School newsletter, website and Careers noticeboard will be regularly updated with Labour Market information. | Careers Lead | Ongoing | All stakeholders are informed and updated about Labour Market information. | |
| | Year 8 PP children meet with a member of SLT to support them in making GCSE options choices. | SLT Lead | Spring Term 1 | Year 8 PP children feel guided and supported in making their options choices. | |
| | Bespoke assemblies on Labour Market Information are delivered to Years 7 to 11 with tutor time activities to support discussion. | Careers Lead/SLT Lead | Spring Term 1 | Staff and children are informed and updated about Labour Market information. | |
| | Colleges, Universities and other education providers are invited to Year 11 Parents' Evening to provide information on a full range of opportunities. | Careers Lead | January 2020 | Parents and children are informed and updated about the range of educational opportunities available to them. | |

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| 3 | <p>Bespoke tutor time activities on challenging stereotypical thinking to take place, supported in PSHE and subject lessons.</p> <p>Reigate School to keep systematic records of the individual advice given to children and subsequent agreed decisions.</p> <p>The collection of accurate data for each school leaver on their education, training or employment for three years.</p> <p>Use information on student destinations to draw together a list of alumni who can support careers and enterprise programme, especially those who can challenge stereotypical thinking in careers.</p> | <p>Careers Lead/SLT Lead</p> <p>Careers Lead</p> <p>Careers Lead</p> <p>Careers Lead</p> | <p>Autumn Term 2</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> | <p>The school addresses the significant differences in the take up of science, technology, engineering and mathematics (STEM) subjects and higher education progression on both a regional and gender basis.</p> <p>Children will have access to this advice to support their career development.</p> <p>Children will have access to this advice to support their career development. Any deficits in take-up of pathways, subjects or courses can be addressed by better tailoring of the careers programme.</p> <p>Children will benefit from engagement with these alumni and aspirations will be raised by being able to relate to these alumni.</p> | |
| 4 | <p>Complete an audit of subject departments to identify where Careers is being taught in the curriculum.</p> <p>Deliver CPD to Heads of Department on the school's vision for careers and develop careers provision being taught in subjects.</p> <p>Deliver an explicit careers module in PSHE every year from Years 7 to 11.</p> <p>Each department delivers subject-specific careers lessons during National Careers</p> | <p>SLT Lead</p> <p>SLT Lead</p> <p>PSHE Department</p> <p>SLT Lead</p> | <p>September 2020</p> <p>September 2020</p> <p>Ongoing – see PSHE long term plan</p> <p>March 2021</p> | <p>Careers Strategy team understand the careers being promoted within the school and can better plan bespoke activities.</p> <p>Teachers are confident at talking about careers related to their subject matter and understand the routes, pathways and the skills in demand from employers.</p> <p>Children will develop an understanding of the various careers and skills needed to succeed in future pathways.</p> | |

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| | <p>Week, outlining the importance of their subject for future careers.</p> <p>Dedicated Careers Week for Years 8 to 10, which focuses includes: guest speakers, employer encounters, CV writing, mock interviews, communication skills, managing money and volunteering.</p> | Careers Lead | July 2021 | <p>Children will learn about subject-specific careers and will feel more engaged in their learning when they perceive the relevance of what they are studying to their own and other people's lives.</p> <p>Children will be given the opportunity to develop their career thinking and to acquire important career management and employability skills.</p> | |
| 5 | <p>Careers Carousels are organised for Years 7 to 10, where various employers speak to children about their industry, labour market information and qualifications/subjects needed to complete the role.</p> <p>Year 7s attend an assembly from the manager of Bentley Copse on his role.</p> <p>Year 11 drop-down sessions include local employers who speak to the children about their industry, labour market information and qualifications/subjects needed to complete the role.</p> | <p>Careers Lead</p> <p>Careers Lead</p> <p>Careers Lead</p> | <p>December 2020 for Year 7; July 2021 for Years 8-10</p> <p>July 2021</p> <p>Spring Term</p> | <p>Children will benefit from engagement with various employers and aspirations will be raised by being more knowledgeable about specific careers.</p> <p>Year 7s will understand the management of a camp before they spend a week at a residential there.</p> <p>Staff and children are informed and updated about Labour Market information and about various career pathways.</p> | |
| 6 | <p>Year 10 children participate in work experience for 2 days.</p> <p>PSHE lessons, assemblies and tutor time activities prepare Year 10 children for work experience by focusing on communication skills and professional conduct.</p> <p>PSHE lessons, assemblies and tutor time activities help Year 10 children reflect on work experience, outlining what they have learned from it.</p> | <p>Careers Lead</p> <p>PSHE Department/SLT Lead</p> <p>PSHE Department/SLT Lead</p> | <p>July 2021</p> <p>Summer Term 2</p> <p>Summer Term 2</p> | <p>Children are prepared well for all experiences of the world of work. As well as organisational matters, learning is framed so that children know what they can get from the experience. Schools work closely with employers to make the experiences as positive as possible.</p> | |

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| 7 | Year 11 Drop Down session to focus on meeting providers from the full range of learning opportunities such as: 6 th Form schools, colleges, apprenticeships and employment schemes. | Careers Lead | Autumn Term | Every Year 11 child will have had a meaningful encounter with a provider of the full range of learning opportunities to support their Post-16 options decision. |
| | Year 10 children to visit East Surrey College and Reigate College to experience opportunities there. | Careers Lead/Year 10 Head of Year | July 2021 | Every Year 10 child will develop and understanding of their options in further education in the local area. |
| | Year 9 PP/SEND children to visit East Surrey College and Reigate College for experiential days. | Careers Lead/Year 9 Head of Year | Spring Term 2 | Every Year 9 PP/SEND child will develop an understanding of their options in further education in the local area and will experience a typical college day. |
| | University of Surrey to run workshops for Year 7 and Year 8, focusing on introductions to university and university life. | Careers Lead | January 2021 | Children will benefit from engagement with the university and aspirations will be raised. |
| | Year 9 PP/SEND children to attend Careers Fair at University of Surrey. | Careers Lead/Year 9 Head of Year | Autumn Term 2 | Children are informed and updated about Labour Market information and about various career pathways. |
| 8 | Each Year 11 child to meet with an independent careers advisor and to receive a detailed, written support plan based on the meeting. | Careers Lead | Autumn Term | Year 11 children will have a clear goal for their Post-16 options and will understand how to achieve that goal. |
| | Targeted children are invited to workshops run by the independent careers advisor to offer advice for the study of medicine and law. | Careers Lead | Spring Term | |

Assessing/Measuring Careers Programme

Reigate School will assess and measure the overall effectiveness of its careers programme by analysing destination data and by evaluating careers activities and events through feedback from children, employers, teacher and parents/carers.

Premises and Facilities

The school will make the main hall, classrooms or private meeting rooms available for discussions between the provided and students, as appropriate to the activity. The school will also make available equipment to support provider presentations. This will all be discussed and agreed in advance of the visit with the Careers Leader or a member of their team.

Providers are welcome to leave a copy of their prospectus or other relevant course literature with the Careers Leader, who will distribute the literature via the Careers notice board and the Careers section of the library.

Approval and Review

Approved: (Date) by Governors at Full Governing Body Meeting

Next Review: September 2021

Signed:



Mr. Brett Hamblin
Chair of Governors



Mr. Matt Alexander
Head of School