



# WINDERMERE SCHOOL

FOUNDED 1863

## Careers Guidance Policy

**Review Date:** September 2022

**Reviewed by:** SMT

**Review Period:** 12 months

**Staff Responsibility:** Teacher i/c of Careers

## Introduction

**Careers Guidance at Browhead is an integral part of fulfilling our mission and supporting the aims of the school, whilst educating students about their future options within society.**

The mission statement of Windermere School is that we wish 'To produce confident and compassionate people'. To help us achieve this, we use the acronym GUIDE, where we aim to guide children as they grow so that they are prepared as well as possible for adulthood. This makes reference to global perspectives, using our unique location, developing individual talents, fostering a democratic culture and inspiring our students to excellence. The middle letter of guide is 'i' and at the heart of the aims is the individual.

Staff, parents and students are encouraged to use the Windermere Guide terminology which is based on the School aims (GUIDE) and the character traits we wish to encourage.

These words are the backbone of everything we do and give a vocabulary frame to help each student develop a growth mindset and help them meet their potential. They also give staff a vocabulary we can use in common (e.g. in reports or when setting targets) and help to create the transferable skills the students need to be successful as adults. Ultimately, these words should be ones the students start to use naturally when they talk about their lives and their progress.

Responsible	Leader	Respectful of others
Inquisitive	Tenacious	Good listener
Problem solver	Inventive	Creative
Courageous	Independent	Able to fail
Self-aware	Able communicator	Persistent
Reflective	Open minded	Able to cope with criticism
Compassionate	Appreciative of difference	Be inspired by others
Team player	Environmentally aware	Embrace challenges
Hard worker	Polite / well mannered	Modest
Forward-thinking	Determined	Socially aware
Principled	Globally aware	Patient
Loyal	Curious	Kind / caring
Enthusiastic	Honest /Trustworthy	Fair
Thoughtful	Appreciative	Confident
Controlled	Humble	Analytical

Ultimately it is the aim of Windermere School to use the Careers programme alongside the wider curriculum to ensure that each student is effectively prepared for the opportunities, responsibilities and experiences of life in British society.

## Broad Overview of Careers Guidance at Browhead

This programme combines work completed in Life Skills sessions (in black) with standalone additional events (in blue).

Year Group	Autumn Term	Spring Term	Summer Term
7	Enterprise and careers activity.	Careers and your Future Visiting Speakers	Financial Education
8	Enterprise and careers activity.	Visiting Speakers	What are enterprise Skills? Proud to be me Careers interests and Jobs Boosting Self Esteem Labour Market Information Exploring Careers
9	<b>GCSE Options</b> Opportunity for students and parents to discuss GCSE and IGCSE options with teaching staff.	Presentation on Career Pathways post 16 with focus on Apprenticeships, 6 <sup>th</sup> Form and College options. Visiting Speakers	Failure to Succeed Social Media and Online Stress / FOMO (Fear of Missing Out) First Aid - How to Administer CPR (Defibrillators) Employment & Financial Management Importance of saving money Careers Audit to begin formulating ideas on future pathways. Morrisby assessment to help focus on post 16 options and beyond. Enterprise as a Career- 1/2 day activity.
10	Careers Audit  The Service programme runs across Y10 and 11 and gives students a window into the world of work.	Presentation by ASK on apprenticeship opportunities Visiting Speakers	Targeted Advertising - Online Consumer Protection & rights Rights and Responsibilities Employment Rights Understanding a Payslip Mock interviews Work Experience Week Enterprise as a Career experience
11	6th Form Open Evening Morrisby assessment and individual interview on future pathways post 16 and 18.	Online Reputation and Digital Footprints Dream Placement presentation – with opportunity to participate in Future Leaders programme. Sixth Form Taster day Enterprise as a Career. Visiting Speakers	Time Management - Technology Social Media Validation Vs Reality Writing a Personal Statement CV Writing
12	Work experience via the CAS programme runs throughout the Sixth Form	Careers Dinner with Y12 and 13 students and Stannites	

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## Careers Guidance

Formal Careers education starts in Year 7, and links to our clear focus on individual pathways for each student. This Careers education is focused on helping each student to know their own strengths and weaknesses, and to help them see how their interests can be taken forward into their career.

Some aspects of the Careers programme run within the Life Skills programme. Within Life Skills, students are helped to access accurate and up-to-date careers guidance that is presented in an impartial manner and enables each student to make informed decisions about a range of career options so they can fulfil their potential. These lessons are complemented by stand-alone careers events such as Morrisby Testing, Careers Interviews, the Year 10 work experience and enterprise events.

Windermere School's career programme references the Gatsby Charitable Foundation's Benchmarks:

A stable career programme	Careers is embedded within the Life Skills programme, but reinforced by a rolling programme of career events and is also referenced within individual subjects as relevant. Windermere School has a teacher i/c of the Careers programme and a teacher i/c of the Life Skills programme and these staff work closely together to provide and monitor what is being offered. Both programmes are evaluated and fine-tuned
Learning from career and labour market information	Every student, and their parents, has access to good quality information about future study options and labour market opportunities (e.g. through the Year 9 options evening where the teacher i/c of Careers is available to support decision making).
Addressing the needs of each student and offering personal guidance	The Career programme at Windermere School recognises that students have different career guidance needs at different stages and this is reflected in the opportunities for different year groups and in our understanding that advice needs to be tailored to the needs of each individual. We actively seek to challenge stereotypical thinking and raise aspirations. Every student will have at least one careers guidance interview by the end of Year11, and the opportunity for a further interview by the end of Year 13. In reality students have access to much more than this, and careers guidance (on top of the formal interviews) is given on a regular and more informal basis within the tutoring system.
Linking curriculum learning to careers	All staff link their specific curriculum learning to careers opportunities as appropriate and in particular STEM subject staff highlight the relevance of STEM subjects for a wide range of future career paths.
Encounters with employers and employees	Every student will have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This is achieved through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes. This gives our students the opportunity to learn about what work is like and what it takes to be successful in the workplace.
Experiences of workplaces	Every student has the opportunity to gain first-hand experiences of the workplace through work visits, work shadowing and the Year 10 work experience week to help their exploration of career opportunities, and expand their networks.
Encounters with further	All students are taught about the full range of learning opportunities that are available to them, including academic and vocational routes, and learning in colleges, universities and in the workplace. For example, Sixth Form students are exposed to

and higher education	university visits, and are taken to Lancaster University to use the library to assist with the completion of their Extended Essays / Reflective Projects.
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Further details relating to Windermere School’s careers programme are available on the school website.

**How is Careers education taught and who is responsible for teaching it**

At Browhead Careers is overseen by the teacher i/c of the Careers programme, working alongside the Life Skills staff, the teacher i/c of UCAS and university applications and the relevant Heads of Section. It is also the responsibility of all staff to discuss topics relating to careers (if and when the topic comes up) in an appropriate manner.

**How Careers education is monitored and evaluated**

With Life Skills, Careers is taught and assessed in the same way as other academic subjects within the curriculum, with students awarded a class and prep effort grade and an attainment grade. There are regular low stakes assessment points and the use of short hinge point tests to ensure that students are developing their knowledge and understanding.

Careers guidance is also monitored and evaluated using feedback from the School community.

Delivery of the Careers content will be made accessible to all students, including those with SEND and / or AGT students, through a variety of differentiation strategies, and ensuring that tasks are accessible and appropriate for everyone.