

## **Bishop Walsh Catholic School**

### **Guided by Christ, we aspire to achieve**

#### **Careers Programme**

##### **A. Philosophy:**

Bishop Walsh Catholic School is committed to ensuring the right of every individual in our school to develop their full potential in our Catholic community. Our Mission Statement, 'Guided by Christ, we aspire to achieve' demonstrates our collective will that pupils use their God given talents to live a rewarding and fruitful life in our community. High quality careers education and guidance at Bishop Walsh is critical to our pupil's future. It will help to prepare them for the workplace by providing a clear understanding of the world of work including the routes to jobs and careers that they might find engaging and rewarding.

##### **B. Framework:**

In order to deliver a successful careers program we will follow the guidance outline in the Gatsby Benchmarks and the Baker Clause:

Gatsby Benchmarks:

The eight Gatsby benchmarks are a framework for good career guidance developed to support schools in providing students with the best possible careers education, information and advice:

<b>Gatsby Benchmark</b>	<b>Summary</b>	<b>Examples at Bishop Walsh</b>
GB1: 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, parents, teachers and employers.	The Careers Policy on the website, the school careers lead and independent careers advisor
GB2: LEARNING FROM CAREER AND LABOUR MARKET INFORMATION (LMI)	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 the best use of available information.	Up to date LMI on the BW Website including career opportunities in the West Midlands.
GB3: 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.	Delivery of different careers and diversity through the SAINT curriculum.
GB4: LINKING CURRICULUM LEARNING TO CAREERS	All teachers should link curriculum learning with careers. For example, STEM subject teachers should highlight the relevance of STEM subjects for a wide range of career pathways.	Delivered through the school curriculum. Sharing careers prospects at options evening
GB5: 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 opportunities including visiting speakers, mentoring and enterprise schemes.	Mock interviews with employers, outside speakers to assemblies, School trips to the Big Bang Fair
GB6: EXPERIENCE OF WORKPLACES	Every pupil should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.	Year 10 Work Experience

GB7: 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.	Delivered through assemblies, Trips to universities
GB8: 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.	Independent Careers Advisor interviews led by Sarah Forsyth

### Baker Clause

Schools should allow other education and training providers, providing a range of opportunities for providers to talk to all year 8 - 13 pupils about their offer. Pupils should be aware of the benefits of apprenticeships, T Levels and other approved technical education qualifications.

### C: Stakeholders and Partners

The careers program is designed to provide guidance for pupils and parents. Guidance is provided digitally, by members of school staff, by independent careers advisors, by other education or training providers and by people from the work place. Carers guidance is supported by the school governors and externally verified by the Careers and Enterprise Company.

Careers Leader in school: T Killworth Assistant Principal ([t.killworth@bishopwalsh.net](mailto:t.killworth@bishopwalsh.net))

Independent Careers Advisor: Sarah Forsyth ([Careers@bishopwalsh.net](mailto:Careers@bishopwalsh.net))

[The Careers and Enterprise Company: Birmingham Careers Hub](#). Provide support and guidance

**D: Careers Program GB1 : to include ad hoc activities that have taken place in previous 3 years**

Year Group	Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
All Years	Independent Careers Guidance: Prioritised for Year 11, Year 13, Pupils with an EHCP, Pupil premium, Pupils who may be leaving mainstream education, Vulnerable pupils, 1st Term Leavers <b>GB8</b>					
	Guest speakers or aspirational virtual talks. Employers who will speak to a year group about their working life <b>GB2 GB5</b>					
	Vocations: Opportunities to speak with seminarians visiting school. Chaplaincy team outreach to other parishes. <b>GB3</b>					
	Year 8-13 The Bishop Walsh Character Programme. 6 Sessions showing responsibility, empathy, courage, resilience, self-regulation, humility in careers <b>GB3</b>					
	Weekly Assembly Program: Covers range of topics to demonstrate examples of living and working in UK which has rich cultural diversity and living out the gospel values. <b>GB3</b>					
	Enterprise: Whole Year group charity fundraising for 2 charities per year. Focus during Advent and Lent <b>GB3</b>					
		Bishop Walsh Careers Fair <b>GB2 GB5</b>		Careers Week <b>GB1</b>		Enrichment Week Activities <b>GB3</b>
7			SAINT: Aspirations and knowing what is possible SAINT: Careers in care & Charitable sectors <b>GB3</b>	Big Bang Science Fair Trip <b>GB5</b>		
8	SAINT: Careers- what do I need to reach my goals. Unifrog <b>GB3</b>		SAINT: Financial literacy- average earnings and budgeting Careers- careers in arts and media Careers- Vocations- God's calling <b>GB3</b>			

Year Group	Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
9	SAINT: Careers-vocational qualifications <b>GB3</b>	SAINT: Careers-careers in the business and corporate sector <b>GB3</b>	Research for KS4 options – Unifrog <b>GB3</b>	Options Evening to link subject with Careers <b>GB4</b>		Smallpiece Trust STEM Work shop <b>GB4</b>  Introduce Work Experience <b>GB6</b>
10		SAINT: Careers in the public sector Financial Literacy : Borrowing money/ taxes <b>GB3</b>  World Skills UK at NEC – if this re starts <b>GB5</b>		Access to providers in further education <b>GB7</b>	Mock Interview  Speak Out Challenge <b>GB3</b>	Year 10 Work Experience <b>GB6</b>
11	Adverts for post 16 opportunities throughout the year <b>GB7</b>	SAINT: Careers in technology and Digital footprint <b>GB3</b>  Bishop Walsh 6 <sup>th</sup> Form Open Evening <b>GB7</b>				
12	Planning, prioritising and setting targets for their future <b>GB1</b> Time management <b>GB4</b> <b>THROUGHOUT YEAR 12</b>  External speakers – Medicine, National	External speaker – Gap Year talk <b>GB5/6</b>	National Apprenticeship Week (February) <b>GB7</b>	CIPFA Business Competition <b>GB4</b>		UCAS launch and application process <b>GB7</b>  Year 12 UCAS Information evening <b>GB7</b>  Personal Statement workshops <b>GB 3/7</b>



Year Group	Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
	<p>Careers Service (NCS) <b>GB5/6</b> Adverts for post 16 opportunities <b>GB7</b></p> <p>Weekly enrichment opportunity</p> <p>EPQ and research skills. Throughout year <b>GB4</b></p>					<p>University Residential <b>GB 7</b></p> <p>Work Experience <b>GB6</b></p> <p>UCAS and apprenticeship convention <b>GB3/5/7</b></p> <p>Alumni Morning <b>GB5</b></p>
13	<p>UK University &amp; Apprenticeship Fair <b>GB7</b></p> <p>THROUGHOUT YEAR Career &amp; Progression conferences/events advertised on Google Classroom</p> <p>University Open Day visits <b>GB 7</b></p> <p>External speaker – Bank of England Medical Support from NHS staff <b>GB5</b></p> <p>UCAS application process – early applicants</p>	<p>Access to Birmingham Programme</p> <p>UCAS application process – all applicants</p>	<p>External speaker – West Midlands Fire Service <b>GB5</b></p> <p>Mock interview for Medics and Oxbridge applicants <b>GB7/3</b></p> <p>National Apprenticeship Week (6th-12th Feb)</p>			



Year Group	Autumn 1	Autumn 2	Spring 1	Spring 2	Summer 1	Summer 2
	UCAS admission test guidance <b>GB 7</b> Personal Statement guidance <b>GB3/7</b> 'I' programme – careers and aspirational virtual talks					

## **E: Key Objectives 2023/24**

GB1 Use the Careers and Enterprise Company Compass tool to audit careers programme and inform future developments

GB1 Work with Careers and Enterprise Advisor and Enterprise Advisor to generate further improvements to the careers program

GB2 Advertise the Careers program and Bishop Walsh Careers website with pupils

GB2 Signpost pupils and parents to LMI through newsletters

GB2 Establish a link with local employer with intention for them to share information with pupils

GB3 Develop use of Unifrog: a system for pupils keeping records and exploring the world of work.

GB3 In conjunction with Unifrog's function to keep pupil records utilise this functions to develop skills to write a CV

GB4 Audit opportunities subject departments share with pupils.

GB4 Opportunities for pupils to explore STEM careers

GB4 Share subject specific career opportunities at options evening.

GB5/7 To relaunch and maintain the Bishop Walsh Apprenticeship/Careers Fair

GB5 To continue to make links with employers and speakers for schools; to deliver presentations to pupils in person or virtually.

GB6 For all of year 10 and 12 to find work experience

## **F: Appendix**

Find below links used to support this programme

Dept of Education: Careers guidance and access for education and training providers:

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1103188/Careers\\_statutory\\_guidance\\_September\\_2022.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1103188/Careers_statutory_guidance_September_2022.pdf)

Post 16 Options from:

<https://nationalcareers.service.gov.uk/careers-advice/career-choices-at-16#a-levels>

The Gatsby Benchmarks Careers Guidance:

<https://www.gatsby.org.uk/uploads/education/good-career-guidance-handbook-digital.pdf>

Skills for jobs: lifelong learning for opportunity and growth Policy Paper

<https://www.gov.uk/government/publications/skills-for-jobs-lifelong-learning-for-opportunity-and-growth>

Bishop Walsh Catholic School Careers Website:

<https://www.bishopwalsh.net/pastoral/careers>

[Key Roles at BW Careers](#)