

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:

Gatsby Benchmark	Summary	Examples at Bishop Walsh
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 Programme on the website, the school careers lead and independent careers advisor. Encounters tracked on Unifrog and Compass +
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. Online Careers platform Unifrog allow pupils to search for higher education, apprenticeships, careers
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	Mock interviews with employers, outside speakers to assemblies, School trips to the Big Bang Fair

	including visiting speakers, mentoring and enterprise schemes.	
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 and 12 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. 6 th Form Aberystwyth Residential trip
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 and the Provider Access Legislation

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. Including:

- Two encounters for pupils during the 'first key phase' (year 8 or 9) that are mandatory for all pupils to attend
- Two encounters for pupils during the 'second key phase' (year 10 or 11) that are mandatory for all pupils to attend
- Two encounters for pupils during the 'third key phase' (year 12 or 13) that are mandatory for the school to put on but optional for pupils to attend

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.

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

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

The Careers and Enterprise Company: Birmingham Careers Hub. Provide support and guidance

Enterprise Advisor: Nicole Meek from Brightside

D: Careers Program GB1 : to include ad hoc activities that have taken place in 21/22 and 22/23

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 GB8					
	Guest speakers or aspirational virtual talks. Employers who will speak to a year group about their working life GB2 GB5					
	Vocations: Opportunities to speak with seminarians visiting school. Chaplaincy team outreach to other parishes. GB3					
	Year 8-13 The Bishop Walsh Character Programme. 6 Sessions showing responsibility, empathy, courage, resilience, self-regulation, humility in careers GB3					
	Weekly Assembly Programme: Covers range of topics to demonstrate examples of living and working in UK which has rich cultural diversity and living out the gospel values. GB3					
	Enterprise: Whole Year group charity fundraising for 2 charities per year. Focus during Advent and Lent GB3					
					Careers Week 6th -11th March 2023 GB1	
7			SAINT: Aspirations and knowing what is possible SAINT: Careers in care & Charitable sectors GB3	Big Bang Science Fair Trip GB5		
8	SAINT: Careers- what do I need to reach my goals GB3		SAINT: Financial literacy- average earnings and budgeting Careers- careers in arts and media Careers- Vocations- God's calling GB3			



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9	SAINT: Careers-vocational qualifications GB3	SAINT: Careers-careers in the business and corporate sector GB3	Research for KS4 options – Unifrog GB3	Options Evening to link subject with Careers. Department videos on school website GB4		Smallpiece Trust STEM Workshop GB4 Introduce Work Experience GB6
10	Throughout Year: Aim Higher Year 10 mentoring for disadvantaged pupils GB7	SAINT: Careers in the public sector Financial Literacy : Borrowing money/ taxes GB3 World Skills UK at NEC – if this re starts GB5		Access to providers in further education GB7	Mock Interview GB5 Speak Out Challenge GB3	Year 10 Work Experience GB6
11	Adverts for post 16 opportunities throughout the year GB7	SAINT: Careers in technology and Digital footprint GB3 Bishop Walsh 6 th Form Open Evening GB7	Assemblies from further education providers			
12	Planning, prioritising and setting targets for their future GB1 Time management GB4 THROUGHOUT YEAR 12: External speakers – Medicine, National Careers Service (NCS) GB5/6	External speaker – Gap Year talk GB5/6	National Apprenticeship Week (6th-12th Feb) GB7	CIPFA Business Competition GB4		UCAS launch and application process GB7 Year 12 UCAS Information evening GB7 Personal Statement workshops GB 3/7



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	<p>Adverts for post 16 opportunities GB7</p> <p>Weekly enrichment opportunity</p> <p>EPQ and research skills. Throughout year GB4</p>					<p>University Residential GB 7</p> <p>Work Experience GB6</p> <p>UCAS convention (26th-27th June) GB3/5/7</p> <p>Alumni Morning GB5</p>
13	<p>UK University & Apprenticeship Fair (19th October) GB7</p> <p>THROUGHOUT YEAR Career & Progression conferences/events advertised on Google Classroom</p> <p>University Open Day visits GB 7</p> <p>External speaker – Bank of England Medical Support from NHS staff GB5</p> <p>UCAS application process – early applicants UCAS admission test guidance GB 7</p>	<p>Access to Birmingham Programme</p> <p>UCAS application process – all applicants</p>	<p>External speaker – West Midlands Fire Service GB5</p> <p>Mock interview for Medics and Oxbridge applicants GB7/3</p> <p>National Apprenticeship Week (6th-12th Feb)</p>			



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	Personal Statement guidance GB3/7 'I' programme – careers and aspirational virtual talks					

E: Key Objectives 2022/23

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

3 Develop a system for keeping records of the individual advice given to them and giving pupils access to this.

GB3 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 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 to find work experience in a "Mainframe" approved institution

GB6 To restart Year 12 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

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>