



# Walkwood

Church of England  Middle School

## Careers Strategy

Governing Body Committee responsible:	Teaching, Learning & Curriculum		
Approval granted:	23 January 2023	Review date:	Spring Term 2026

“Whatever your hand finds to do, do it with all your might.”

*Ecclesiastes 9:10*

“Church of England Schools have at their heart a belief that all children are loved by God, are individually unique and that the school has a mission to help each pupil to fulfil their potential in all aspects of their personhood: physically, academically, socially, morally and spiritually. Schools have a duty to try to remove any factor that might represent a hindrance to a child’s fulfilment. We want all pupils to want to engage in learning in a safe and welcoming ethos.”

*Valuing All God’s Children, Church of England, 2014*

“The core purpose of any Church school is to maximise the learning potential of every pupil within the love of God.”

*SIAMS (Statutory Inspection of Anglican and Methodist Schools) 2012*



## Overview

Walkwood Church of England Middle School is fully committed to ensuring all of our pupils acquire the skills, knowledge and attitudes necessary to manage their learning and career progression. We ensure that our pupils have both the aptitude and interpersonal skills to effectively communicate, and add value within the workplace, raising our pupils' employability skills. This is done through a continuous programme of Careers Education, Information and Guidance (CEIAG) during their school life.

During their time at Walkwood, pupils can be assured of receiving a wide range of experiences, support and guidance to help them make decisions about their future. This starts in Year 5, continuing throughout each year, before we support pupils leaving us in Year 8 as they move on to their high schools.

This Careers Strategy document sets out the school's arrangements for managing the access of providers to pupils at the school for the purpose of giving them information about the provider's education or training offer. This complies with the school's legal obligations under Section 42B of the Education Act 1997.

Walkwood has established a range of careers guidance activities which guide and support our pupils to contribute towards positive post-GCSE destinations such as A Levels, T Levels, Higher Education, apprenticeships, technical routes or employment.

## Aims

The main aims of Careers Education, Information and Guidance provision at Walkwood are to:

- stimulate pupils' interests in life and the world of work;
- develop the skills, attitudes and abilities of our pupils to enable them to make effective decisions about their future education, training, employment and life as an adult member of society;
- ensure that all pupils have an equal entitlement to high quality careers education, information, advice and guidance, that:
  - raises aspirations
  - empowers our pupils to plan and be inspired for their own futures
  - helps them understand the world of work and the personal and academic skills required to be successful within it
  - helps them to explore a broad range of career options
  - actively promotes equality of opportunity and challenge stereotypes
  - provides for the particular needs and aspirations of pupils, as well as offering a basic entitlement to broad areas of experience
  - equips pupils with the skills and knowledge for a fast-changing world

The basis for our work is the Gatsby Benchmarks, which were originally developed by the Gatsby Foundation in 2014 (by the Gatsby Charitable Foundation). These benchmarks were based on international research and helped identify best practice and guidance for educational establishments, in order for them to deliver high quality careers guidance to young people across England.



## Working with others

We are keen to engage with businesses and employers to help us inform and educate our pupils. This links directly with Gatsby Benchmark 5 (Encounters with Employers and Employees) and Gatsby Benchmark 6 (Experiences of Workplaces).

Opportunities for access to our curriculum and careers programme include opportunities for providers to come into school to speak to our pupils and/or their parents/carers. These can be arranged during timetabled Careers lessons or at other suitable times. Please contact our designated staff member to identify the most suitable opportunity for your organisation (see Appendix 3), should you wish to contribute to our Careers program.

Our school collaborates with a range of external agencies to help us ensure we will meet all of the mandatory requirements contained within the Department for Education's Careers Strategy. These partnerships will include working alongside The Careers and Enterprise Company (CEC), The Worcestershire Local Enterprise Partnership (WLEP), Worcestershire County Council (WCC), Further Education (FE) and Higher Education (HE) providers, Worcestershire Apprenticeships (WA) and a wide range of local employers.

## The Careers Strategy

This strategy outlines our whole school approach to delivering careers guidance to all of our pupils throughout their journey through education. Careers activity therefore takes place across Years 5 to Year 8, as part of the mandatory requirements set by Department for Education and contained within the Gatsby Benchmarks.

At Walkwood Church of England Middle School, we pride ourselves on providing pupils with the opportunity to '[Love to Learn; Learn to Live; Live to Love](#)' during their time here. We feel that this equips pupils with the skills and knowledge they need to be successful in the future, whilst instilling our Fruits of Faith values. We encourage our pupils to be aspirational; to honour each other and to be inquisitive towards the opportunities that await them. Careers education can be seen as part of '[Learn to Live](#)', developing those key transferable skills which allow us to be successful.

Pupils are currently receiving the following careers related support or participating within the activities listed below during their journey through school.

### Years 5 and 6

Within Spiritual & Social Education, pupils will be focusing on honing their social skills including: teamwork, communication, managing frustration, self-awareness, friendships and emotional literacy. They will look to understand other perspectives and cultural positions.

Additionally, pupils will also have an opportunity to apply for Takeover Days, which gives them the opportunity to practise mock interviews and completing an application.

### Years 7 and 8

Pupils will be looking at issues that employees may face in the workplace, including discrimination and equal opportunities. This includes:

- Equality Act.
- Ethics within workplace including exploitation, equal pay, minimum wage and treatment.



- Personal finance, tax and managing budgets.
- Rights and responsibilities.
- Enterprise.
- Social Skills including teamwork and communication.

### Whole school activities

On a biennial cycle, we conduct a “Takeover Day” where all pupils have the opportunity to apply for positions within the school including reception staff, site staff, pastoral teams, teachers, senior leaders and even the Principal. This allows pupils to see what employment is like and put into action those key skills.

Alongside this, pupils are encouraged to take part in the application process of applying for pupil leadership positions, such as Prefects, College Captains and the Sports Leadership Team.

### Teaching staff contribute to the delivery of careers guidance through:

Including career opportunities within their lessons and how this links to different sectors. Teachers also have careers posters in their classrooms and on displays to promote aspiration within the different fields.

### Local employers contribute to the delivery of careers guidance through:

We welcome the opportunity for local colleges and organisations to come into school and discuss career opportunities and offer any advice to our pupils.

### Parents are encouraged to contribute to the delivery of careers guidance through:

Discussions at home about different careers choices that have been made within the family.

## The Gatsby Benchmarks and our objectives

### 1. A Stable Careers Programme

- The careers programme at Walkwood is delivered within Spiritual & Social Education through Years 5-7 and within specific, designated careers lessons in Year 8.
- Walkwood will measure and assess the impact of its own careers programme using the Gatsby Benchmarks and the Compass and Tracker tool. We will also annually evaluate our programme using opinions of providers, pupils, staff, and parents.
- The Senior Leadership Team and Board of Governors support the programme. The Governors’ committee, Teaching, Learning & Curriculum, will receive appropriate updates.
- A dedicated area of Walkwood’s website details useful and up-to-date information for use by pupils, parents, and teachers.

### 2. Learning from Career and Labour Market Information

- Pupils will be informed of updated labour market information through their Spiritual & Social Education lessons.
- A dedicated section on the school website is updated annually, and is therefore available to parents.
- Employers visiting the school and trips to providers help to contribute to the delivery of labour market information.

### 3. Addressing the Needs of the Pupil



- Our Careers Programme is designed to support our pupils to consider different career pathways of their choice.
- We aim to raise the aspirations of all our pupils informing them about different routes after school such as Higher Education and apprenticeships as pathways that will keep their career options open for the future.
- We challenge career stereotypes through our Spiritual & Social Education, as well as other lessons and activities, as well as setting examples through our visiting employers.
- The school will keep an accurate record of all of our pupils' careers experiences and will use this to tailor and target future support.
- Our SEND pupils receive appropriate support in lessons and during careers activities.

#### 4. Linking Curriculum Learning to Careers

- Careers learning is embedded into Spiritual & Social Education schemes of work within Years 5 to 7, as well as the specific and discrete Careers lessons in Year 8.
- Careers resources available for all teachers in the careers section of the school server.
- Each year group has a series of Spiritual & Social Education lessons dedicated to Careers which are tailored to the different stages of their career learning.
- The school has a dedicated STEM lead providing opportunities for pupils.

#### 5. Encounters with Employers and Employees

- We are building up a network of local employers to support the school each year.
- All pupils in Year 8 attend at least one Careers event.
- All pupils have opportunities to take part in sessions by various visiting speakers.

#### 6. Experiences of the Workplace

- Pupils have many opportunities to take on leading roles within school that give them a taste of a working dynamic e.g. Prefects, Worship Leaders, Pupil Parliament, reception helpers, Open Evening guides.

#### 7. Encounters with Further and Higher Education

- Particular Spiritual & Social Education lessons help pupils to explore available options.
- Outside speakers may address smaller groups about particular courses/and or experiences of further and higher education.
- Year 7 pupils visit two high schools for a day (one day at each school).
- Year 8 pupils visit their new high school for two days for a transition experience to prepare them for the next stage of their education.

#### 8. Personal Guidance

- Support for pupils through the pastoral system if they are choosing options at their high school.

### Strategic Careers Lead

Our school's Careers Lead is the Head of Spiritual & Social Education.

Careers Lead develops strategy with the senior leadership and ensures the whole school delivers a careers programme which meets the expectations set out in this strategy. The Careers Lead needs to:

- have the appropriate skills and experience;
- be sufficiently senior to lead the implementation of all eight of the Benchmarks;



- have support from the Governors and the Senior Leadership team;
- work with subject teachers across the school so that careers provision is embedded within the curriculum.

*'Careers strategy: making the most of everyone's skills and talents', DfE 2017*

## Our Enterprise Adviser

Through the Careers and Enterprise Company, Walkwood have our own designated enterprise adviser who supports our teachers to facilitate careers-related activity, helping us achieve the Gatsby Benchmarks.



## Appendix 1

### Careers Leadership

Careers Lead & Head of Spiritual & Social Education:	Mrs L Laszcz
SLT Link:	Mrs M Johnson
Head of Computing:	Mr R Macdonald





## Appendix 2

### Useful CEIG careers advice for pupils, parents, and teachers

The Careers Enterprise Company	<a href="https://www.careersandenterprise.co.uk/">https://www.careersandenterprise.co.uk/</a>
National Careers Service	<a href="https://nationalcareersservice.direct.gov.uk/Pages/Home.aspx">https://nationalcareersservice.direct.gov.uk/Pages/Home.aspx</a>
Apprenticeships	<a href="http://www.apprenticeships.gov.uk/">http://www.apprenticeships.gov.uk/</a>
Worcestershire Apprenticeships	<a href="http://worcsapprenticeships.org.uk/">http://worcsapprenticeships.org.uk/</a>
Job profiles	<a href="https://nationalcareersservice.direct.gov.uk/advice/planning/jobfamily/Pages/default.aspx">https://nationalcareersservice.direct.gov.uk/advice/planning/jobfamily/Pages/default.aspx</a>
Worcestershire jobs website	<a href="http://www.worcestershirejobs.co.uk">http://www.worcestershirejobs.co.uk</a>
Skills4Worcestershire website	<a href="http://www.skills4worcestershireshire.co.uk">www.skills4worcestershireshire.co.uk</a>
Gatsby Foundation	<a href="http://www.gatsby.org.uk/education/focus-areas/good-career-guidance">http://www.gatsby.org.uk/education/focus-areas/good-career-guidance</a>
Post 16 Skills Plan	<a href="https://www.gov.uk/government/publications/post-16-skills-plan-and-independent-report-on-technical-education">https://www.gov.uk/government/publications/post-16-skills-plan-and-independent-report-on-technical-education</a>
UCAS (Universities and Colleges Admissions Service)	<a href="https://www.ucas.com/">https://www.ucas.com/</a>
Worcestershire Local Enterprise Partnership	<a href="http://www.wlep.co.uk/">http://www.wlep.co.uk/</a>
Worcester 6 <sup>th</sup> Form College	<a href="http://www.wsfc.ac.uk/">http://www.wsfc.ac.uk/</a>
HOW College	<a href="http://www.howcollege.ac.uk/">http://www.howcollege.ac.uk/</a>
Kidderminster College	<a href="http://kidderminster.ac.uk/">http://kidderminster.ac.uk/</a>
Warwickshire College Group	<a href="https://wcg.ac.uk/page/1/home">https://wcg.ac.uk/page/1/home</a>
Worcester University	<a href="https://www.worcester.ac.uk/">https://www.worcester.ac.uk/</a>



## Appendix 3

### Application for Provider Access

The Careers Strategy document sets out the school's arrangements for managing the access of providers to pupils at the school for the purpose of giving them information about the provider's education or training offer. This complies with the school's legal obligations under Section 42B of the Education Act 1997.

#### Pupil entitlement

##### Years 5 and 6

Within Spiritual & Social Education, pupils will be focusing on honing their social skills including: teamwork, communication, managing frustration, self-awareness, friendships and emotional literacy. They will look to understand other perspectives and cultural positions.

##### Years 7 and 8

Pupils will be looking at issues that employees may face in the workplace, including discrimination and equal opportunities. This includes:

- Equality Act.
- Ethics within workplace including exploitation, equal pay, minimum wage and treatment.
- Personal finance, tax and managing budgets.
- Rights and responsibilities.
- Enterprise.
- Social Skills including teamwork and communication.

#### Management of provider access requests

A provider wishing to request access should contact [Mrs L Laszcz](#)

Telephone: 01527 543361

Email: [office@walkwoodms.worcs.sch.uk](mailto:office@walkwoodms.worcs.sch.uk)

#### Opportunities for access

The school offers a Careers Education, Information, Advice and Guidance programme that is appropriate for the middle years. An overview of this programme can be seen in the School's Careers Strategy plan which can be seen on the school website.

Please speak to our Careers Lead to identify the most suitable opportunity for you.

