



CHRIST'S COLLEGE, SUNDERLAND
Emmanuel Schools Foundation

Careers Guidance and Inspiration

“Every Student should feel valued, challenged, and inspired to pursue excellence in their future journey of service to our communities through achieving their personal best in the world of work”.

Careers Guidance and Inspiration

Careers education and guidance programmes at Christ's College contribute significantly to preparing students for the opportunities, responsibilities, and experiences of life. A planned progressive programme of activities supports students in choosing 14 – 19 pathways that suit their interests and abilities and enable them to follow a career path and sustain employability throughout their working lives.

Christ's College is committed to providing students as part of the curriculum with a programme of careers education, information, advice, and guidance (CEIAG) for all students in years 3 – 11 and as such are encouraged to follow career paths that suit their interests, skills, and strengths with the absence of stereotypes. The Careers programme includes careers education sessions, career guidance activities (group work and individual interviews), information and research activities, work related learning and individual learning activities.

Christ's College's Careers Guidance and Inspiration policy has the following aims:

1. Encourage and focus students on their future aspirations and recognise their responsibility in preparing for the future and making the most of their individual gifts and talents
2. Inspire students and help them value learning as a lifelong opportunity and foster a desire to prepare for higher education and further education
3. Encourage perseverance and determination with current study and a drive to commit and succeed
4. Contribute to strategies for raising achievement, especially by increasing motivation
5. Develop students' enterprise and employment skills
6. Contribute to the economic development of individuals and communities

In order to achieve this Christ's College vision for education is:

"Each person in our schools is valued, challenged and inspired, being 'made in God's image' and therefore infinitely precious, morally responsible and gifted for a purpose. Founded on faith, hope and love, and inspired by Christ, we pursue excellence in character development, learning across the curriculum, and service to our communities."

In our journey to ensure all students are, *"Valued, Challenged, Inspired"*, Careers should play an integral part in raising aspirations and ensuring students have a solid understanding of the importance of all 3 areas of our vision.

Character Education should be developed in Careers by showing students why good character is important in the "real" world and how it can be developed to support their aspirations in the world of work. This should be shown through the seven core virtues we aim to follow in Christ's College, which are:

- *Love: We act selflessly, with kindness and compassion, for the good of others.*
- *Wisdom: We exercise good judgement; seeing and doing what is true and good.*
- *Fairness: We treat everyone fairly and justly, the way we would like to be treated ourselves.*

- *Self-Control: We control our desires, not letting our desires control us.*
- *Courage: We are determined to achieve what is worthwhile even in the face of difficulty.*
- *Humility: We avoid arrogance, being realistic about our strengths and weaknesses.*
- *Integrity: We are honest with ourselves and others, so that our words and actions agree.”*

Curriculum Excellence should be supported through the curriculum links that Careers can emphasise. “Real” world use of curriculum knowledge facilitates students understanding of “Why” they are learning about each topic and “How” it can support their aspirations and facilitate them achieving their goals.

Community engagement should be a major part of the Careers programme with local businesses linking with school events and Students given an understanding of the local labour market and what opportunities are available to allow them to showcase their knowledge and talent.

To ensure all of this is incorporated into our programme for careers provision, our vision can be summarised as:

“Every Student should feel challenged, supported, and inspired to pursue excellence in their future journey of service to our communities through achieving their personal best in the world of work”.

Every Student should take part in the programme and feel inspired, supported, and challenged to plan, reflect, and review their career aspirations and goals regularly, while connecting with opportunities which encourage development in all 3 areas of the school’s mission. This can be seen through the student’s development of the seven core virtues, stated above, deepened understanding of their next steps and experience of the local labour market.

Careers Education Information and Guidance (CEIAG) across the Year Groups

All students in Years 7 – 11 receive weekly personal development lessons, which are delivered by their form tutors, staff who have expertise in particular areas or visiting speakers from educational establishments or industry. Careers Education is also delivered to students in years 7-11 through one ‘Living in the Wider World’ unit per year in Personal development (PD) lessons. In addition, Students may access collapsed timetable sessions throughout the academic year. Students also have the opportunity to participate in various enterprise events and educational visits during the course of the academic year. Students can access information from local businesses through careers cafes, talks and visits and work experience in Y10.

Friday Mornings are also designated to careers with the introduction of “Future Focus Friday.” During this time students will engage in a range of activities that will inspire and influence them as well as develop skills that will benefit their career prospects.

Year 7 and 8

CEIAG is embedded within the personal development programme, which is delivered on a weekly basis to each year group in their Tutor group. Students also meet local professionals to find out more about certain professions and will engage with an HE or FE provider.

Year 9

In Year 9, students receive a weekly personal development Tutor Reflections and further careers support in PD. Students are also involved in a series of events including a Pathways Evening, and all Year 9 students receive the option for at least 1 appointment with their form tutor to support them in thinking through their aspirations and the selection of their options for KS4. Some identified students may also access a 30-minute careers meeting with an independent advisor. Students (and their parents) receive input from a range of employers as well as FE & HE establishments. In addition to this, students will undertake a DT, Food Tech, Business or Computing project set by local businesses that will aim to fulfil new legislation requiring students to have a minimum of five days' work experience in years 7-11. Students will also engage with opportunities provided during both 'National Careers' and 'National Apprenticeship' week and will attend our annual careers fair.

Year 10

In Year 10, students receive a weekly personal development sessions. They participate in a whole day visit to a further or higher educational establishment. There is a greater focus on the world of work in Year 10, as students prepare for and complete Work Experience during this year either in person or virtually. There are sessions delivered on writing CVs, job applications and employability skills either in person or on a virtual platform. Termly, a newsletter is dedicated to careers to ensure parents are aware of the opportunities available. In the second half of the year students will also all receive a 50 0-minute careers meeting with an independent careers advisor.

Year 11

Year 11 students continue to receive bespoke careers advice and guidance from an appointed careers advisor, which is followed up by a meeting with their form tutor to ensure they are following the points on the action plan, which they will have time to complete in their Personal Development lessons Year 11 also are invited to attend local colleges and Sixth Form Open Evenings and will also attend talks in school given by our local 6th form colleges and FE colleges, apprenticeship schemes and the MOD in addition to the workshops on interview technique, application writing and CV creation. Identified students are invited to attend available opportunities locally. Students receive regular information during Tutor time informing them of the latest apprenticeship vacancies and open days which are organised by Further Education establishments. They also have access to the careers board for access to local labour market information and career pathway research; this is facilitated by using a careers question box which allows them to anonymously post any questions they may have regarding their next steps. Opportunities for further work experience may be offered by a virtual platform.

The SEND department provides personalised support for those students who require additional help and guidance when applying for further education course, apprenticeships, employment etc. This ranges from helping with application forms, making telephone calls and preparing students for interviews.

Some students will also receive independent Careers advice from Together For Children.

An in-house mentor scheme is also in place for all year 11 students so that they can work one to one with teachers.

Resources

i) Extra support where appropriate

Students in Year 9, Year 10 and Year 11 are targeted for extra help by the SENDCO, Form Tutors and the Key Stage Leads.

ii) Careers library

A range of booklets and leaflets relating to a range of career pathways are available in the College library for students to use.

Students are introduced to these packages and services in Year 10 during PD lessons.

iii) Enterprise advisor

Students can access talks and events through the Christ's College enterprise advisor from Bowmer and Kirkland. This could include site visits, work experience, and employee talks etc.

iv) Your Game Plan or other similar online platform

Resources for Students to upskill their knowledge on:

- What employers are looking for (and how to make sure that's you!)
- Insider knowledge and tips on how to get hired from leading UK organisations
- Access to numerous opportunities
- CV enhancing skills – complete with certificates
- Online courses and other virtual opportunities you can access anywhere

v) Internal Events

All students may participate in a careers event specific to their age range:

- **Careers Fair:** All Year 5, 6, KS3, and KS4 students are invited to attend the annual careers fair to find out about their post-16 and post-18 options. All Year 10 students attend the fair as part of the school day whilst Year 9 attend with their parents. Students can find out about Sixth Form, Universities, Apprenticeships and Employment.
- **The ASK Programme:** The Apprenticeship Support and Knowledge for Schools and Colleges programme (ASK) is funded by the National Apprenticeship Service, part of the Department for Education. The programme is designed to give schools, colleges and other educational establishments across England free support to develop and transform how our students think about apprenticeships. All year 11 students will take part in an assembly and a workshop where they can consider whether apprenticeship opportunities might be suitable for them.
- **Careers Wave:** An independent careers advisor will interview all KS4 students about their future aspirations and next steps to collate an action plan to support their development.
- **Sunderland College:** Deliver workshops around interview technique and application writing before holding mock interviews with all Y11 students who wish to participate in the opportunity.

- **Local FE/HE colleges and sixth forms:** Deliver assemblies and drop ins regarding their establishment and opportunities available post-16
- **Local HE Establishments:** Deliver workshops on employability skills and the university pathways available to students to support their post-16 decisions.
- **Local Employers:** Deliver talks/workshops to encourage development of employability skills and enhance students' knowledge of local employment opportunities.

An example careers programme for the year may look similar to:

	Y7:	Y8:	Y9:	Y10:	Y11:
Autumn 1:	Goal Setting for the year Future Focus Friday	Goal Setting for the year Future Focus Frida	Goal Setting for the year Future Focus Frida	Goal Setting for the year Future Focus Frida	Goal Setting for the year. Sixth Form talks Careers Interview with independent advisor
Autumn 2:	Workplace talks Future Focus Friday	Workplace talks Future Focus Friday	University event) (Sunderland) Workplace talks Future Focus Friday	Workplace talks Future Focus Friday	Sixth form talks University talks Talks from Apprenticeship provers
Spring 1:	Employer Talk Careers Fair	Employer talk Careers Fair	Vocational Pathways (FE experience) Employer talk Careers Fair	Apprenticeships talk (FE Experience) Employer Talk Careers Fair	Employer talk Careers Fair

			Workshops with Sunderland University		
Spring 2:	Careers week: Full program	Careers week: Full program	Careers week: Full program with drop down day College day or GCSE Subject taster linking with options choices	Careers week: Full program with drop down day	Careers week: Full program with drop down day
Summer 1:	DT/ Food Tech/ Computing or Business "Game"	DT/ Food Tech/ Computing or Business "Game"	DT/ Food Tech/ Computing or Business "Game"	Employer talk Work Experience (5 days in person)	Goal review and Student Voice Employer talk
Summer 2:	Goal review and Student Voice	Goal review and Student Voice	Goal review and Student Voice	Goal review and Student Voice Sunderland University tour Workshops with Sunderland University Careers Interviews with independent advisor	

Events may change dependent upon availability of speakers, facilities, and other calendar events throughout the academic year.