

# St Thomas More

## Careers and Enterprise Strategy

The world of education and employment is going through an enormous change. Our young people need to have the appropriate skills and mindset to adapt to this changing world, and it is the school's responsibility to ensure that our students remain ahead as they consider their future choices. I imagine that university will remain the right option for some students, but for others, the developing apprenticeship ladder will provide them with the experience and training they need to get a head start in their professional careers. We will work in partnership with local business, universities, FE colleges, schools, other interested groups (such as Connexions, Make Happen, Jack Petchey) and the Careers and Enterprise Company (Our Provider Access Policy Statement is on your school website to engage with local vocational training and apprenticeship providers). Our strategy is in line with the national Careers Strategy (December 2017) and the schools statutory guidance (January 2018).

To evaluate the impact of our strategy we will use the Compass Plus tool assessment. Improvement can then be assessed against the Gatsby benchmarks and re-evaluated each year. We will also seek feedback from student voice and activity evaluation forms to record initial reactions of students, teachers and employers of each activity. Student, staff and parental questionnaires will also be collected through the annual questionnaires. We will also measure the impact of our strategy by ensuring all students are placed in education, employment or training.

Our careers and enterprise strategy is based around the 8 Gatsby benchmarks:

### **The Benchmarks**

1. A stable careers programme (delivered through CPSHE sessions from Years 7 to 11 and Enrichment sessions Yr12-13, form time, targeted assemblies and work experience (WEX))
2. Learning from career and labour market information (delivered through assemblies, Unifrog careers market info, form time video's)
3. Addressing the needs of each pupil (through a tailored curriculum and 1:1 interviews with our Careers Advisor, VESPA (mindset sessions))
4. Linking curriculum learning to careers (through STEM lessons in KS3 and the use of Future Learn, Unifrog, VESPA, UCAS and Apprenticeship websites and curriculum careers information)
5. Encounters with employers and employees (through mock interviews with local business people, guest speakers, virtual video's, WEX and school trips)
6. Experiences of workplaces (through TYSTW day in Year 8, Work Experience in Year 10 &12, volunteering, tours of the work place)
7. Encounters with further and higher education (through visits to Essex University HE Fair, University & Apprenticeship Fair, Assemblies from Universities and Ask Programme)
8. Personal guidance (Mock Interviews and Careers interviews, Year 12 & 13 through 'Not going to uni' network group)

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## **Years 7-11 Programme of study**

### **Careers, Economic Wellbeing and Work Related Learning**

#### **Year 7 & 8 provision**

1. A range of activities such as:-  
Self-awareness (who am I?), Career Ready presentations on World of Work and Skill for the Future, Virtual career videos, Unifrog labour market information, BBC Bitesize employability tips, Understanding apprenticeships and high education
2. Yr 8 invited to Options Evening
3. Yr 7 & 8 Unifrog log in/options support
4. Unifrog Interest profile and personality quiz
5. Curriculum support in all subjects promoting related job advice.
6. Experience of the workplace trip
7. Careers focused assemblies
8. CPSE lessons – Yr7 fostering positive relationships, my life on screen, responsible living and self-esteem. Yr8 – prejudice, diversity, bullying/banter and what is acceptable behaviour.

#### **Year 9, 10 & 11 provision**

1. A range of activities such as:  
Self-awareness (who am I?), Career Ready presentations on Skill for the Future, Exploring careers and many more, Virtual career videos, Unifrog labour market information, BBC Bitesize employability tips, Understanding apprenticeships and high education, CV writing, GOV Apprenticeships, Interview tips
2. Yr9 Duke of Edinburgh lessons.
3. All Years have Unifrog log in/options
4. Unifrog Interest profile and personality quiz
5. Yr11 Transition support – VESPA sessions, Connexions 1:1 interviews, POST 16 - 6<sup>th</sup> Form meetings.
6. CPSHE lessons – Yr9 rights , making choices, use of social media & mental health. Yr10 finances, Mindset, values and beliefs and self image. Yr11 Mental health, stress and anxiety, workplace skills – time management, CV's, interpersonal skills, conflict management, interviews.
7. Curriculum support in all subjects promoting related job advice.
8. Mock interview day
9. Careers focused assemblies
10. Yr10 Work Experience placements
11. Yr11 Information on college open dates
12. Yr11 1:1 meetings with Connexions

#### **Year 12 & 13 provision**

1. A range of activities such as:  
Self-awareness (who am I?), Career Ready presentations on Advance and Higher Education and , Money skills, GOV Apprenticeships, Work skills – your route to a career
2. Support with use of the following providers (Enrichment)
  - UCAS
  - Unifrog
  - Student Finance
3. Guest speakers (Enrichment and Assemblies)
4. Not going to university focus group (Enrichment day POST 18 workshop)
5. University process (Enrichment day POST 18 workshop)

- 6.** CPSHE/Enrichment lessons – Yr12 VESPA mind-set, mental health, understanding and respecting others, careers interview prep, employability skills, finance. Yr13 UCAS/apprenticeship support, resilience, decisions and finance.
- 7.** Curriculum support in all subjects promoting related job advice.
- 8.** Careers focused assemblies
- 9.** Yr 12 Work Experience placements.
- 10.** 1:1 meetings with Connexions available.
- 11.** University and apprenticeship fayres.
- 12.** University visits supported.