



Barndale House School
Careers Overview
2022-2023

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School Context	
Intent	<p>At Barndale, our motto is what we learn today prepares me for tomorrow, we believe this links to preparing our young people for the world of work and the ability to live independently. It is through this vision that we aspire to ensure that every student is given every opportunity to experience the necessary skills in readiness for employment. Furthermore, we aim to provide a range of experiences which enable them to make informed choices about life beyond school; preparing them for the next stage of their education or training.</p> <p>Learning about work skills starts from the primary age at key stage 1 and LKS2, where students learn key functional skills through our PSHE curriculum. These are built upon in UKS2 and key stage 3 where children learn employability skills through the Skills Builder program. Our aim is that most students within key stage 4 experience a short block of work experience in the final term of year 11. Once students enter the Post 16 department, there is a heavy focus on work experience, independent living skills and work related learning.</p>
Implementation	<p>Barndale's careers' plan outlines how the school Careers Programme is designed to equip young people with the confidence and skills needed to prepare them for their future, which may include further/higher education, supported living, apprenticeships and employment. This takes place through bespoke support starting in our primary department through to our post 16 department and through our skills builder programme, life skills and PSHE curriculum. Our curriculum provides young people with opportunities to learn essential skills to prepare them for tomorrow. Our children will achieve personalised positive career outcomes such as identifying and choosing appropriate steps to take after post 16 and compulsory education as well as developing independent living skills, supported internships and work placements.</p>
Impact	<p>All young people from years 9-14 should receive careers support that is impartial, includes information on a range of pathways, including apprenticeships or internships and is adapted to the needs of the child. All children from year 1 - year 9 will receive an introduction to careers skills and information embedded within their curriculum - mainly through PSHE and Life Skills.</p> <p>Pupils will transition from Barndale School into clear pathways for adulthood such as supported internships, apprenticeships or relevant college courses</p>
Roles and Responsibilities	<p>This strategy is led and managed by James Brady: Class 6 Teacher</p> <p>Telephone: 01665602541 Email: james.brady@brandalehouse.northumberland.sch.uk</p>

		Aims	Exposure to the workplace, Raising aspirations, Preparation for tomorrow				Gatsby Benchmarks
			All Year Round	Autumn Term	Spring Term	Summer Term	
Foxes Class	Cycle 1	Employability Skills	All Students Skills Builder programme PSHE Curriculum	Introduction to Skills builder	Careers Fair	Offsite Visit linked to developing employability skills	1 2 3 4 5 7
	Cycle 2	Introducing Careers Education		Introduction to Careers	Careers Fair	Offsite Visit linked to developing employability skills	1 2 3 4 5 7
Badger Class	Cycle 1	Exploring Careers	Careers Assemblies and Workshops Parents meetings	Princes' Trust Personal Development and Employability Skills Programme	Careers Fair Princes' Trust Personal Development and Employability Skills Programme	Offsite Visit linked to developing employability skills Princes' Trust Personal Development and Employability Skills Programme	1 2 3 4 5 7
	Cycle 2	Pathways and Opportunities		Prepare for the world of tomorrow – Choosing a pathway. Princes' Trust Personal Development and Employability Skills Programme	Careers Fair Princes' Trust Personal Development and Employability Skills Programme	Offsite Visit linked to developing employability skills Princes' Trust Personal Development and Employability Skills Programme Barclays Skills for life birthday budget challenge	1 2 3 4 5 6 7 8

Deer Class 14 -16	Cycle 1	Understanding the World of Work		Pathways Event	Careers Fair Princes' Trust Enterprise Challenge	Offsite Visit linked to developing employability skills Financial Literacy	1 2 3 4 5 7 8
	Cycle 2	Post-16 Destinations		Careers Meeting ??	Careers Fair Mock Interviews Work Experience	Work Experience Continued Careers Meeting ?? Offsite Visit linked to developing employability skills	1 2 3 4 5 6 7
Deer Class 16-18	Cycle 1	Exploring Post-18 Options		Create and evaluate a CV	Careers Fair Work Experience	Interview preparation and experiences Offsite Visit linked to developing employability skills	1 2 3 4 5 7 8
	Cycle 2	Post-18/ Higher Education		Post 18 options Career interviews	Careers Fair	Career interviews Offsite Visit linked to developing employability skills	

Gatsby Benchmarks

Benchmark	Description
1. 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.
2. Learning from career and labour market information	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 best use of available information.
3. 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.
4. 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 future career paths.
5. 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 activities including visiting speakers, mentoring and enterprise schemes.
6. Experiences 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.
7. 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.
8. 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.

Skills Builder Programme	The Skills Builder Careers Tutor Time Programme is being introduced as part of the wider curriculum. The aim is to ensure that our pupils have the opportunity to build a set of essential skills that colleges, universities and prospective employers require from a candidate
Princess Trust Achieve Programme	Our Achieve programme, which has recently been recognised by Ofsted as supporting students' emotional health and wellbeing, is a flexible provision for 11-19 year olds that gives them the opportunity to develop the skills and confidence needed to succeed in education.
Work Experience	Work experience is a great way to build your skills and your CV and find out what you could enjoy doing in the world of work. Barndale will help arrange work experience opportunities.
Princes' Trust Enterprise Challenge	The Enterprise Challenge is a national competition that allows our Year 9 students to understand business concepts and they can apply them in the real world. The challenge builds confidence and raises aspirations
Pathways Event	Barndale is committed to ensuring that students are given tailored advice and guidance on choosing their Key Stage 4 Pathway in a manner that extends thinking to future careers and ambitions. The Pathways event is designed to provide parents and students with the opportunity to prepare for this important milestone in their careers.
Career Interviews	Students are entitled to the opportunity to meet with a qualified and professional careers adviser for tailored and impartial information, advice and guidance on post-16/ post-18 options and next steps
Financial Literacy	Financial literacy is the ability to understand and effectively use various financial skills, including personal financial management, budgeting, and investing.
Careers Fair	An opportunity for encounters with a range of employers, further education providers, universities and more. Students are able to ask questions first hand, take advantage of free resources and access to useful information, establish professional relationships, and also discuss potential future opportunities.
Mock Interviews	At Barndale House we understand the importance of preparing our students for the demands of working life. Many students are invited to interviews when applying to post -16/18 options and may be invited to a job interview in the future. Therefore, we invite employers and business volunteers into the school to hold one-to-one or group interviews which resembles a real interview
Offsite Visit linked to developing employability skills	A variety of exciting trips are planned for students to get them to reflect on their future. Therefore, they will visit a university and/or an organisation for an introduction to higher education and/or employment.