

## Whitcliffe Mount Business Engagement and Careers Education, Information, Advice and Guidance Journey

Careers Education and Guidance programmes make a major contribution to preparing young people for the opportunities, responsibilities and experiences of life. At Whitcliffe Mount Academy, a planned progressive programme of activities supports them from year 7 - 11 to develop an awareness of employability skills and understanding of opportunities in the working world that suit their interests and abilities and help them to follow a sustainable career path. We have developed and continue to implement a clear strategy for careers guidance and we make good use of well-trained staff, careers guidance professionals, employer networks and local colleges and other providers to ensure that students are well supported in making decisions about career pathways. This includes completion of Compass + to ensure adherence to the Gatsby Benchmarks.

Year 7 students will quickly develop a wide knowledge of the local, regional and national labour market. They will work in teams, take responsibility for tasks including thinking independently and creatively.

Year 8 students will explore further areas of interest, including the wide variety of options available. They will become resilient and responsible citizens through enrichment days, the Learning for Life curriculum as well as a university visit to challenge and raise their aspirations.

Year 9 students will be supported through the options process, to ensure that they make good and informed choices. In particular, they will be introduced to how subjects relate to career opportunities, encouraging them to **reflect** on their own needs.

Year 10 students will be provided with practical support and guidance from business leaders and the careers service. They will be involved in mock interviews, requiring **independent thinking**, and will begin to prepare for post 16 choices.

Year 11 students will be supported in their applications for the next stage of their journey to give them the best chance of becoming **responsible citizens** in the future.

### Gatsby Benchmarks

<b>1</b>	A stable careers programme	<b>5</b>	Encounters with employers and employees
<b>2</b>	Learning from career and labour market information	<b>6</b>	Experiences of workplaces
<b>3</b>	Addressing the needs of each pupil	<b>7</b>	Encounters with further and higher education
<b>4</b>	Linking curriculum learning to careers	<b>8</b>	Personal guidance

**Provider Access Legislation opportunities**

Year Group	Activity	Benchmark
Whole School	There is a CEAIG Policy in place that has the full support of Governors and Senior Leadership Team and it is evaluated on an annual basis. The CEAIG can be found on the school website.	1
	There is a Careers Information Library that is available through students' Unifrog log in. Students have access to this outside of lesson times. Key resources are also available on the school website.	1, 2, 4
	All events and activities are evaluated and monitored by students, staff and parents (where applicable) to ensure the programme remains effective and impactful.	1
	LMI information shared on student bulletin through the Job of the week and tutors discuss this in form time. This is changed on a weekly basis.	2
	Use Compass + manage, track, report and evaluate the careers programme	1,3,5
	Assemblies are presented by Post-16 providers and Personal Development Time includes Job of the Week which is available to all Year groups	3,5,6
	Careers drop ins – 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 options and next steps.	8
	Dedicated Curriculum time within Personal Development lessons and tutor time that incorporates Careers Education in all year groups.	4
	Careers displays are evident in all Curriculum areas.	4

Year Group	Activity	Benchmark
	A careers and enterprise programme will be delivered during Personal Development lessons, during the tutor programme and through assemblies. The aim is to introduce students to setting personal goals, raising aspiration and empowering them to make informed choices. To start to look at local labour markets and build skills and resilience. Students will engage with the Unifrog platform and the attached Careers library	2, 3, 4
	High ability students from disadvantaged backgrounds are selected first to be part of the Aspire programme. The Aspire Programme begins in Year 7 with the Brilliant Club which recruits, trains and places doctoral and postdoctoral researchers in schools to deliver programmes of university-style tutorials, which are supplemented by university trips.	2,3,4,5,6,7,
	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.	1,2,3,5,7,8
	Riot Act- Students spoken to by an outside agency about road safety – also filled in questionnaires prior and after the event.	3,4,5

	Enterprise activities [Trinity Kitchen] – Students to develop a wide range of skills that can be linked to job in order to create a ‘Trinity Kitchen Meal’ idea.	3,6
	Parents to receive information about the careers journey that the students will go on throughout their time at WMA	1,3
	Speed Networking – Students will meet different individuals from a range of roles and sectors, to understand about a range of roles as well as sectors	5
8	A careers and enterprise programme will be delivered during Personal Development lessons, during the tutor programme and through assemblies. The aim is to encourage all students to fully explore the pathways available to them and how to achieve their aspirations. Students will record current achievements to help them to engage with applications in the future	4, 5
	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.	1,2,3,5,7,8
	Staff from outside agencies lead assemblies as part of National Careers Week.	5
	High ability students from disadvantaged backgrounds are selected first to be part of the Aspire programme. The Aspire Programme begins in Year 7 with the Brilliant Club which recruits, trains and places doctoral and postdoctoral researchers in schools to deliver programmes of university-style tutorials, which are supplemented by university trips.	2,3,4,5,6,7,
	Students from all backgrounds selected to take part in the Next Gen Leaders programme to create a community project to improve their local community	5,6
9	KS4 Options Evening – parents and students have access to Careers Team/Local colleges to gather information and advice about future study options (Options offered in health and Social Care and EBacc subjects to allow students to enter Level 3 post-16 providers in line with LMI information for Kirklees)	2,3
	Students and parents are invited to a presentation on what the Duke of Edinburgh award is including the volunteering section which includes using skills to make a difference to people’s lives.	3.4
	Staff from outside agencies lead assemblies as part of National Careers Week.	5
	High ability students from disadvantaged backgrounds are selected first to be part of the Aspire programme. In Year 9 students are selected to take part in the Mock Trail programme.	2,3,4,5,6,7,8
	A careers and enterprise programme will be delivered during Personal Development lessons, during the tutor programme and through assemblies. The aim is to allow students to make informed choices for their GCSE options based on an understanding of FE and industry requirements as well as their own strengths.	1,2,3,4
	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.	1,2,3,5,7,8

	Worcester College, Oxford University visit.	3,5,7
	<b>Careers Panel</b> – A ‘Question Time’ style event involving the whole year group – Q+A from students to 6 business volunteers.	5
	Prison Me No Way! Day - All day - All Year 9 students	4,5,6
10	A careers and enterprise programme will be delivered during Personal Development lessons, during the tutor programme and through assemblies. The aim is to encourage all students to refine their career aspirations and recognise the next steps. Students will develop their knowledge and employability skills, so they make smart choices about their post-16 career pathways making plans for colleges, training providers and apprenticeships.	2, 3
	Staff from outside agencies lead assemblies as part of National Careers Week.	5
	Post-16 provider assembly by Kirklees to discuss courses and entry requirements. Opportunity for Q&A	3,7
	Course taster session at Greenhead College – June 2024	7
	Course taster session at Kirklees College – June 2024	7
	Students to complete a diagnostic questionnaire to help prioritise careers appointment and assist in guidance appointment.	8
	Individual & group careers interviews from the careers advisor.	3, 8
	Worcester College University visit for high achieving students.	7
	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.	1,2,3,5,7,8
	Mock Interviews with local businesses and careers providers to give students real life experience of an interview before moving into Year 11.	3,5,6,7,8
11	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.	1,2,3,5,7,8
	A careers and enterprise programme will be delivered during Personal Development lessons, during the tutor programme and through assemblies. Students will focus on post-16 routes and how to apply, the importance of a back-up option and ‘what to do if...’	4
	Students to explore interview techniques in tutor time Personal Development with guidance from their tutors.	3, 8
	Students have the option to attend the Get Inspired Post 16 Careers Event.	2,3,5,7

All students receive at least one one-to-one appointment with a fully qualified Careers Advisor prior to making their Further Education choices.	8
Students collate their Records of Achievement prior to attending their post-16 interviews.	3, 7
Post-16 provider assembly.	3,7
Post-16 provider assembly.	3,7
Students and parents have the option on the Year 11 parents evening to meet with our careers advisor in order to gather information and advice about future study options.	2, 3,8
Staff from outside agencies lead assemblies as part of National Careers Week.	5
Students and parents to attend the local college's open events- published on the school website	3, 7
C&K Careers advisor with support from WMA Careers advisor to attend EHCP annual reviews and prepare a career plan for children with SEND EHCP's.	3
Targeted student workshops on Completing college application forms by the career's advisor.	1,3, 8
Workshop by LLS on vocational courses available at LLS - a motivating aspiration assembly covering the following subjects: How to develop a unique CV for any industry, Importance of quality work experience. Sharing career success stories of young people we have worked with in the past.	2,3,5,7
The careers advisor leads student workshops on applying for apprenticeships and registering on the National Apprenticeship website for those interested in apprenticeships.	1, 3, 8



This is to certify that **Whitcliffe Mount School, West Yorkshire** has been assessed as “making good progress towards meeting all the accreditation criteria incorporating the Gatsby Benchmarks” for the national quality award for its careers education, information, advice and guidance provision. The award is for a period of up to 3 years, expiring at the latest on 10<sup>th</sup> September 2026.