



Ferndown
Middle School

CASTLEMAN ACADEMY TRUST

POLICY: Careers Programme

Author: Headteacher

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Review Body: School Standards Board

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Review Date: Summer 2023

Careers Leader: Mrs L. Baynham

Governor: Mr D. Lolley

Introduction

Everyone wants to create a stronger, fairer society in which people from all backgrounds can realise their potential. A thriving careers programme, that is accessible to all, is fundamental to this. The recently introduced careers strategy; Making the Most of Everyone's Skills and Talents aims to support everyone, to go as far as their talents will take them. We want everyone to be able to build a rewarding career.

The careers plan at Ferndown Middle School sets out how the school intends to provide a careers programme, which will provide all pupils with the knowledge, inspiration and ability to take ownership of their own career plans. It aims to challenge perceptions and raise aspirations so that subject choices and career choices are free from gender bias. The plan should encourage pupils to look beyond their current environment and to help pupils investigate new and exciting career possibilities. Parents will also be informed about careers through the newsletter.

STATEMENT OF ENTITLEMENT

As a pupil at Ferndown Middle School, you are entitled to receive a programme of careers education, advice, information and guidance.

The careers plan will help you to:

- Understand how your skills, knowledge and interests can be used in the workplace.
- Continue to develop the skills needed for working life
- Understand the different education and careers options that are available to you
- Understand how to apply for a job and to consider the attributes and qualities employers may look for
- Develop a plan of action for the future; making sure you understand the qualifications and skills you made need to follow those aspirations.

Pupil Entitlement Statements

Year 7 Careers Entitlement

- Every pupil will complete an online careers assessment questionnaire so we can measure progress through Year 7 and Year 8.
- Pupils are encouraged to identify personal traits, strengths and skills; to develop self-confidence and to have a positive outlook, setting themselves high expectations.
- Looking at longer term goals and then looking at the smaller steps needed to reach that goal. For example: working hard for a test now will help them reach a longer career goal.
- All Year 7 pupils will have at least one meaningful employer interaction.
- Every child in Y7 will be given the opportunity to visit a workplace and to learn about different career options within that setting.
- Subject staff will talk about careers in their field of expertise and explain to the pupils how to access up-to-date career and labour market information.

- All Year 7 pupils will spend some time working alongside Bournemouth University completing a STEM challenge.
- Assembly event promoting the NHS and career options.
- ASK apprenticeship scheme and project work.
- Every pupil will have access to Xello, which will provide individually tailored career guidance as well as tracking each pupil's progress. Access to Xello is available for every pupil to use both in school and at home from any mobile device.

Year 8 Careers Entitlement

- Pupils are encouraged to look at their personal strengths and skills and how these may help them to achieve their career goal.
- Pupils will research a choice of career in order to understand what the requirements to achieve their career goal would be.
- Pupils are taught how to write a simple CV. Individuals are then encouraged to look at actions they may need to take to improve their employability.
- All pupils will play the How Do I Get A Job game; to help them understand appropriate behaviours for the world of work.
- Subject staff will talk about careers in their field of expertise and explain to the pupils how to find out more.
- All Year 8 pupils will have at least one meaningful employer interaction.
- All Year 8 pupils will spend time working alongside Bournemouth University completing a STEM challenge.
- Every pupil will have access to Xello, which will provide individually tailored career guidance as well as tracking each pupil's progress. Access to Xello is available for every pupil to use both in school and at home from any mobile device.
- All Year 8 pupils will have the opportunity to discuss their dreams and possible careers at an event organised by Ferndown Upper School.
- ASK apprenticeship scheme assembly and project work.

Careers Entitlements beyond Ferndown Middle School

The Ferndown Middle School careers programme will enable every pupil to start planning for their future careers which will be built upon during the next steps of their educational journeys. In line with the government's careers strategy, from Year 9 our pupils will be entitled to:

- Further encounters with employers
- Experiences of workplaces
- Explore post-16 options
- Personal careers guidance.

See how Ferndown Upper School continues the careers education started at Ferndown Middle School please click on this link. <https://fernup.dorset.sch.uk/information/careers-programme/>

Evaluation and Support

The careers programme will be regularly reviewed with input from both teachers and pupils. We would also welcome any feedback from parents and carers on any aspect of the careers programme and will be able to direct them towards sources of further careers information.

Should any parents, guardians, further education, universities or local employers be willing to help support the careers programme with their real-life experiences, please register your interest with Mrs Baynham using the school contact details.