



Key Stage 4: Careers

Intent and Learning Opportunities

Our ultimate mission is to give students meaningful encounters with employers and to provide them with the information regarding all the pathways that are available to them, not only during their time here with us but for life after Nonsuch High School for Girls. Our curriculum aims to enable our students to understand the workplace and be fully exposed to careers that they may later be involved in. Our students will be exposed to employers and provided with information about the ever-changing job market. The programme is designed to provide them with the tools to make informed choices about what subjects they choose and ultimately what career they pursue. We engage our alumnae or members of our wider school community in many of the events we run. This helps develop a sense of community as well as provide strong female role models for our students. We use the Gatsby Benchmarks as a key tool in assessing and reviewing our Careers programme.

Our Careers programme is delivered during form time, PSHE, assemblies and enrichment as well as through bespoke careers events. Our subject departments also signpost students to transferable skills and careers related to their curriculum areas.

We will provide the following learning opportunities:

- access to a planned programme relevant to your key stage
- Access to a qualified, impartial and independent careers adviser
- help to recognise your likes, dislikes, influences, strengths and preferences in relation to career decisions
- help to develop your personal story of progress and success
- information about the world of work and how the labour market is changing
- information about further and higher education, training and apprenticeships and employment routes
- help prepare you for different transition points
- enable you to take part in activities which challenge stereotyping and raise your aspirations
- develop your skills and qualities to improve your employability
- develop your enterprise skills
- help to develop personal budgeting skills and knowledge of financial aspects to career decisions
- develop and strengthen your personal presentation skills for selection processes including interviews and assessment centres
- an opportunity to attend individual appointments with a qualified, independent, impartial careers advisor at any time in your school journey (targeted specifically at KS4 AND KS5)
- develop your career management skills, especially those associated with career adaptability, resilience, enterprise and employability



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	<ul style="list-style-type: none">• help meet your career development needs through working with parents/carers, alumni and education, community and business partners
Learning Outcomes for Key Stage 4	<p>ALL STUDENTS WILL:</p> <p>By the end of Key Stage 4:</p> <ul style="list-style-type: none">• build on individual skills, motivations and strengths identified at the end of Key Stage 3• have met with the independent Careers Advisor and set goals for post-16 choices• be able to access careers resources on the Unifrog website which inform post 16 and post 18 pathways• have a greater understanding of how your subjects and skills translate to the world of work• receive careers information and on-going support through the PSHE programme• have written a CV and covering letter• support you in your transition to A level/Vocational study through accessing information about different curriculum areas and the implications of studying specific subjects in Key Stage 5 and how this can lead to different post 18 pathways
Knowledge and Skills	<p>Key Skills:</p> <ul style="list-style-type: none">• Business and enterprise skills• Life skills• Knowledge of KS4 and post 16 pathways• Knowledge of apprenticeships• Knowledge of vocational and technical programmes of study• Self-Development - understand how to recognise your potential and how you can shape your future• Career Exploration – participate in learning and work• Career Management - plan, make decisions and develop a range of skills enabling you to manage your own careers and prepare yourselves for employment
Gatsby Benchmarks	<p>The latest statutory guidance published by the Department for Education (DfE) in January 2023 aims to ensure “that all young people in secondary school get a programme of advice and guidance that is stable, structured and delivered by individuals with the right skills and experience.” To achieve this aim, every school is expected to use the Gatsby Charitable Foundation’s Benchmarks to develop and improve their careers provision. The Gatsby Benchmarks are a framework of 8 guidelines that define the best careers provision in secondary schools.</p>



1. A stable careers programme

All students, across all year groups, have access to Unifrog, the award winning, online careers platform. Unifrog provides students with a full range of careers guidance which helps them make informed decisions about their next steps after school. There is exposure to employers and employees via careers talks. Access to labour market information is delivered through regular careers bulletins showcasing a wide variety of career sectors. Themed events throughout the year, including National Apprenticeship Week and National Careers Week strive to inspire and inform our learners.

2. Learning from careers and labour market information

Production of the Careers Bulletin is specifically designed to provide students and their parents with up-to-date information about careers and how students can best prepare for their next steps after Nonsuch. There is a wealth of careers information to be explored in the links area at the back of the bulletin. Students in Year 11 will watch a series of short videos about different Careers.

3. Addressing the needs of each student

Students will record their Careers journey on Unifrog and reflect on their skills developed and areas to focus on. Regular tutorial activities support students develop a range of broad and adaptable “life skills” such as resilience, confidence, public speaking and creativity.

4. Linking curriculum learning to careers

Students will have the opportunity to find out how their subjects link to a variety of Career pathways. Students will hear from professionals about how their academic background links to their current roles.

5. Encounters with employers and employees

Students get the opportunity to have encounters with employers and employees through our Careers Fair and virtual webinars. During National Apprenticeship Week students hear from our alumni about their personal experience with apprenticeships. Students in Year 10 have the opportunity to shadow a working adult for the day and discuss and evaluate the day.



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6. Experiences of workplaces

Students in Year 10 have the opportunity to shadow a working adult for the day and discuss and evaluate the day.

7. Encounters with further and higher education

Students will have encounters with local colleges who come into school to present during our Careers Fair. Students will have the opportunity to learn about further education and Higher Education through our online University Webinars. Students in Year 11 are invited to the Oxbridge Information Evening. Year 11 are invited to Opportunities in the Sixth Form Evening.

8. Personal guidance

Ivana O'Brien is an Independent Careers Consultant who works for Nonsuch High School across. Her role is to support, help and guide students with their future education options and career planning through an impartial one-to-one meeting, she also attends relevant year group parents' evenings. The meeting is not like a job interview and there are no right or wrong answers, it is all about the individual student and their future. Possible career ideas and aspirations are discussed, looking at all options and choices for GCSEs, transition and career pathways for post Year 11 and Sixth Form. Current and predicted grade targets are used to help identify possible pathways and to support plans for moving forward students' academic and career journeys

All students in KS4 will be offered a one-to-one guidance meeting.

Key Events and Curriculum Opportunities by Year group	Year 10	Year 11
	<p>Careers Fair – including access to employers including apprenticeship opportunities</p> <p>National Apprenticeship Activity</p> <p>Work shadowing through 'Take your Daughter to Work' Day (February)</p> <p>Year 10 guidance meetings</p> <p>One to one meeting with Careers Advisor – start in summer term</p> <p>Employer talks during PSHE</p> <p>CV and letter writing workshops</p>	<p>Careers Fair – including access to employers including apprenticeship opportunities</p> <p>National Apprenticeship Activity</p> <p>Subject links to Careers (6-week programme during tutorial autumn term)</p> <p>A level options and post 18 pathways session including alternative FE and apprenticeships</p> <p>Opportunities in the Sixth Form</p> <p>Day in the life of a sixth form student</p>



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	University Taster sessions Enterprise day – Summer term HE and Oxbridge evening	Year 11 guidance meetings One to one meeting with Careers Advisor Oxbridge Evening Employer talks during PSHE University Taster Sessions
Inclusion	All students are supported to record their Careers and Work Related journey through Unifrog. Pupil Premium and SEND students are provided with additional support in securing work shadowing. PP and SEND students are supported with Further Education choices; they are prioritised for a meeting with the Careers advisor and meet with the SENDCO during Year 11 guidance meetings.	
Useful Resources	www.unifrog.org https://www.apprenticeships.gov.uk/ www.UCAS.com https://nationalcareers.service.gov.uk/	
Assessment	The school is measured against the 8 Gatsby Benchmarks on a termly basis Monitoring Destination data School Development Plan and SEF Future Skills Questionnaire Feedback is also gathered after each key event	