

Careers Programme and WTD 2023-24

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Our Careers Programme at Dixons Brooklands Academy is based on the Gatsby Benchmarks, the framework that outlines good careers practice, as well as being underpinned by the six learning areas described as necessary for careers success by the Careers Development Institute (see Careers Policy).

Please see below for the Gatsby Benchmarks along with Key Performance Indicators:

Gatsby Benchmark 1 – A stable careers programme

Key Performance Indicators

- A full careers programme planned for every year group.
- Evaluating the careers programme with staff, students, parents and other stakeholders.
- All activities logged on Compass+ to evidence stable careers programme and to demonstrate pupil-level careers education provision.

Gatsby Benchmark 2 – Learning from careers and labour market information

Key Performance Indicators

- All students prior to choosing their options will have had careers information to support the options process.
- All students prior to leaving DBK will have had careers information to support their post 16 choices/applications.
- Engagement of parents with the careers process through parent forum, work experience support and attendance at options eve/Year 11 information eve and all Parents' Evenings.
- Local and National LMI will be used to inform the PDS Curriculum and Career Spotlights within subject teaching.

Gatsby Benchmark 3 – Addressing the needs of each pupil

Key Performance Indicators

- The careers programme in all year groups will actively seek to address stereotypes and provide diverse representation.
- Students able to access records of their own careers learning to support their career development via Xello.
- Students with SEND, Care Experienced/vulnerable students and those at risk of becoming NEET prioritised for personal guidance and additional support.

Gatsby Benchmark 4 – Linking curriculum learning to careers

Key Performance Indicators

- STEM subjects & their links promoted to all students, years 7-9 via the STEM Coordinator in school.
- Planned use of career spotlights across all subjects over the academic year will support students' understanding of how individual subjects are important for specific career roles.
- All curriculum leads to identify career-related activities to take place in lessons during National Careers Week and school Futures Week.
- DBK will engage with local and national employers, apprenticeship providers, colleges and universities to help improve careers education and prospects for our students.

Gatsby Benchmark 5 – Encounters with employers and employees

Key Performance Indicators

- Students will engage in at least one meaningful encounter with an employer in each year at the Academy.
- All trips and visits to include discussion of the workplace/employer/employees at the destination to broaden students' experience of different types of work other than the jobs that they already know about. To be included in trip and visit planning.

Gatsby Benchmark 6 – Experiences of workplaces

Key Performance Indicators

- All year 10 students will have access to the work experience programme at DBK.
- All year 10 students will have had the opportunity to put their work-related learning into practice through a mock interview.

Gatsby Benchmark 7 – Encounters with further and higher education

Key Performance Indicators

- All students prior to leaving DBK will have discovered what it is like to learn at: FE college; sixth form college; university and apprenticeship training provider.

Gatsby Benchmark 8 – Personal Guidance

Key Performance Indicators

- All students prior to leaving DBK will have had at least one personal careers guidance interview with a Level 6 qualified Careers Advisor.
- Personal career guidance with a Level 6 qualified Career Adviser will be available to all students from Year 7-11 as required.

Careers Provision (all year groups)

- Careers Lead attends all Parents' Evenings and invites local colleges and apprenticeship providers.
- 1:1 Career Guidance meetings available to all students in all year groups as required.
- During National Apprenticeship Week and National Careers Week, all students attend presentations from employers and apprenticeship providers and complete related activities during curriculum lessons.

Offer	Year 7	Year 8	Year 9	Year 10	Year 11
PDS Curriculum	<p>PDS curriculum: Careers Spotlights – local jobs focus (GB2)</p> <p>PDS curriculum: Gender Stereotypes (GB3)</p> <p>PDS curriculum: Personal Finance/LMI (GB2)</p>	<p>PDS curriculum: Learning about volunteering (GB2)</p> <p>PDS curriculum: Careers Personal Finance/LMI (GB2)</p> <p>PDS curriculum: Personal Finance/LMI (GB2)</p>	<p>PDS curriculum: Employability skills (GB4 & GB2)</p> <p>PDS curriculum: career and GCSE option choices (GB2/GB3/GB4)</p> <p>PDS curriculum: Careers Spotlights – local jobs focus (GB2)</p>	<p>PDS curriculum: Work experience and transferable skills (GB2/GB5)</p> <p>PDS curriculum: Gender Equality (GB3)</p> <p>PDS curriculum: Careers Spotlights – local, national and international LMI focus (GB2)</p>	<p>PDS Curriculum: What do I need to be successful? (GB2/GB3)</p> <p>PDS Curriculum: Sixth Form/FE/Apprenticeships - Post-16 options (GB2/GB3/GB4/GB7)</p> <p>PDS Curriculum: applying for college and job interviews (GB7)</p> <p>PDS Curriculum: What is the economy? (GB2)</p> <p>PDS Curriculum: Understanding Taxes (GB2/GB3)</p>

Trips and Visits	Visit to a university (GB7)	HPAB STEM Aero Zone trip (GB2 & GB5)		<p>Students attend college and training provider open events, virtual and online (GB2 & GB7)</p> <p>Visit to The Growth Company, Trafford Park (GB7)</p> <p>Virtual university visit (GB7)</p> <p>UK Virtual Higher Education Expo (GB7)</p>	<p>Students attend college and training provider open events, virtual and online (GB2 & GB7)</p> <p>College transition visits for students where required (GB3)</p> <p>Apprenticeship event at the Forum (GB5 & GB7)</p>
Careers Provision	Personal guidance careers interview for SEND/identified students (GB3 & GB8)	Personal guidance careers interview for SEND/identified students (GB3 & GB8)	<p>Personal guidance careers interview for SEND/identified students (GB3 & GB8)</p> <p>GCSE Options assemblies (GB2/GB3)</p>	<p>Personal careers guidance interviews for those needing help with work experience and for SEND/vulnerable students (GB8)</p> <p>Futures Fair invite for targeted Year 10 students (GB2, GB5 and GB7)</p> <p>Work experience assembly and lunchtime drop ins (GB2)</p> <p>Apprenticeship presentation by ASK Apprenticeships (GB3/GB5)</p> <p>Careers assembly – introduction to the careers meeting (GB2)</p> <p>Work experience week (GB6)</p> <p>Mock Interviews (GB5)</p>	<p>College lunch-time drop-in programme (GB7)</p> <p>Post 16 options assemblies (GB 2)</p> <p>Futures Fair (GB2, GB5 and GB7)</p> <p>Personal careers guidance interviews (GB8)</p> <p>Apprenticeship application workshops (GB7)</p> <p>Careers and college presence on results day (GB2, GB7)</p> <p>Support for parents during GCSE week (GB2, GB3)</p> <p>College interview support offered (GB3)</p>