

INTENT

The PCS impartial Careers Education programme supports the school vision '**Aspire Believe Contribute Achieve**'.

- It encourages students to value lifelong learning and provides opportunities to develop key employability and enterprise skills which are highly valued by employers, colleges, universities, and apprenticeship providers.
- It allows students to access a broad range of meaningful experiences, leading to a greater understanding about how to be successful at PCS and beyond.
- The planned programme of activities helps them to choose appropriate pathways at 14 and 16 and enables them to manage their careers and career progression as well as sustain employability throughout their lives
- The programme helps to develop student knowledge and understanding of the world of work and provide them with the skills to make informed decisions about the different options available to them.
- It teaches students to understand how the application of our school values will build their skills and knowledge and support them, to not only further or higher education, vocational training or employment, but to support them in becoming independent managers of their own careers.
- It creates students who are confident about working towards the future of their choice with the highest aspirations.

IMPLEMENTATION

- The Careers education programme is delivered through PSHE lessons and Personal Intervention sessions with mentors. All year groups receive lessons dedicated to Goals, Aspirations and Future plans across the academic year.
- A dedicated Careers Hub in the school library with a dedicated Careers Coordinator and PCS Careers Advisor open every day 8:00am - 4:00pm.
- Additional External Careers advisor visits 1:1 interviews.
- Support from 2 Enterprise advisors.
- Students identify their aspirations 3 times a year on a Google Doc questionnaire to help target opportunities.
- Close partnerships with local colleges, employers and apprenticeship providers.
- Apprenticeship Fairs.
- Post 16 Fairs - external college providers taster courses.
- External visitors and employers contribute to the delivery of the curriculum through assemblies (virtual and face to face).
- All yr 11 students receive 1:1 interviews with mentors, Pastoral Leads or the Careers team to provide post 16 support and guidance.
- All yr 11 students 1:1 interviews with employers from the workplace
- All yr 10 students 1:1 interviews with employers from the workplace.
- All yr 10 students undertake work experience placements.
- Curriculum areas highlight career opportunities within their lessons.
- Curriculum areas have dedicated careers boards.

- The website is regularly updated with information and opportunities.
- Regular careers newsletter sent home to parents and carers.
- External visits to the workplace eg. The Grand Hotel, Barratt Homes, Glyndebourne, Chalker Rise building site.
- Alumni projects with visits to school 3 times a year.

Progress against Gatsby Benchmarks (See careers calendar 2022-2023 for June Compass)

GB	Evidence/ activities
1	All statutory requirements met. Named careers lead, SLT link and Governor link. PCS Careers team and external advisor. Enterprise Coordinator from ESCC to support. Open Doors Enterprise advisors. Careers websites available to all students, which meets needs of all stakeholders. National Apprenticeship week activities (Baker Clause) and National Careers week activities. Compass +, Future skills questionnaire to be delivered in computing lessons term 5.
2	Website includes LMI. Careers stalls at parents' evening. University stalls at parents evening, with alumni/parent ambassadors. Apprenticeship stalls at parents evenings. Careers lessons embedded within the Personal Development curriculum. Careers assemblies. University workshops. Apprenticeship workshops. Letters home to parents. Newsletters. Use of Google Classroom as an advertising platform.
3	Use of Compass + to analyse progress against benchmarks. Involvement in STEM activities. After school clubs. CV writing and Personal Statements. Destination data completed each year. Guest speakers to address stereotypes (Women in Business). Student Aspirations survey. Protected Characteristics - displays. YES. Steps to Success. SEND learning journey - yrs 7-11 steps to success. SEND life skills lessons yr 9 & 10. Boys Network yr 10 & 11. Alumni - motivational speakers. Girls Network yr 10. Mentors in business.
4	Careers lessons delivered to all year groups in PSHE lessons. STEM club and activities. Posters around school linking subjects to careers. Staff CPD on Careers. Duke of Edinburgh Yr 9 linked to employability skills.
5	All Yr 11 students 1:1 interviews with external employers. All Yr 10 students 1:1 interviews with external employers. Open Doors - Rampion Wind farm, Grand Hotel Brighton, Chalker Rise, Glyndebourne.
6	Work Experience yr 10. Steps to Success programme -Year 10. Virtual tours of work places in PD lessons. Year 8 Take Your Child to Work Day.
7	Links with Outreach providers. University of Brighton, University of Sussex. (Workshops and activities all year groups). Visits to Universities. Post 16 choices evening. Post 16 choices external virtual delivery in lessons. Visits to post 16 providers. Post 16 providers visits to PCS to meet with year 10 and 11 students. What Next Sussex? Event. Amex stadium UK University & Apprenticeship Fair
8	Extensive yr 9 options choices programme before final decisions are made. 1:1 confirmation of choices interviews with SLT. Youth Employability Services to provide 1:1 support for students identified as potential NEET. iCan Careers fair support for SEND. (SEND learning journey). Steps to Success transition programme for DA/low attendance. Y11 Staff and careers team support on results days. Parent information evenings - option choices and pathways guidance, post 16 choices guidance. Action Your Potential. University of Sussex assemblies and workshops - choosing options and deciding pathways.

IMPACT (Compass + Evaluation)						
Gatsby Benchmark	Dec 2022 %	March 2023 %	July 2023 %	National Summer 2023 %	Regional Summer 2023% (South East LEP)	Local Summer 2023 % (SELEP East Sussex)
1. A stable careers programme	76	94	82	65.7	68.4	68.4
2. Learning from careers and LMI	100	100	100	80.9	84.2	84.2
3. Addressing the needs of each pupil	81	81	81	54	71.1	71.1
4. Linking curriculum to careers	62	81	68	76	76.3	76.3
5. Encounters with employers and employees	50	50	75	79.7	76.3	76.3
6. Experience of workplaces	100	100	100	63.8	78.9	78.9
7. Encounters with FE and HE	100	95	100	52.1	50	50
8. Personal Guidance	100	100	100	74.9	78.9	78.9

KS4 Destination Data	Y11 2020 Number of students	Y11 2020 % of students	Y11 2021 Number of students	Y11 2021 % of students	Y11 2022 Number of students	Y11 2022 % of students
Number in cohort	176		175		180	
Employment with out training	23	13	18	10.3	7	3.9
Employment with training	20	20	17	9.6	7	3.9
Further Education College	19	10.7	64	36.5	78	43.4
Other	1	0.6	0	0	0	0
School Sixth Form	1	0.6	2	1.1	8	4.4
Sixth Form College	3	1.7	10	5.7	66	36.7
Training	1	0.6	47	26.9	3	1.6
NEET (number of students*)	6	3.4	14	8.1	9	5
Out of cohort	3	1.9	3	1.7	2	1.1
Unknown	99	56.3	0	0	0	0
Apprenticeship	20	11.3	16	9.1	7	3.9
Source: ESCC Aspire						

Strengths

- Experienced and knowledgeable careers team in well resourced Careers hub in library
- Website continually updated indicating support for parents, carers, students and employers
- Strong links with external providers
- Full Careers calendar Sept 2023 - July 2024 offering opportunities for every year group
- High profile of careers and aspirations across the school

Areas for Development

- Ongoing CPD for staff for to continue to raise the profile of GB4 Linking Curriculum Learning to Careers
- To continue to develop links with local employers to give all students meaningful encounters GB5 Encounters with Employers and Employees

Feedback

'Can you please pass on that the questions asked today were the best set of questions I have ever been asked via school liaison. Thoughtful and useful, and nudged me on some things that are easy to miss.

Much appreciated and know that it is down to tutors encouraging students to think about it'. **Nikki - BHASVIC sixth form college Nov 2022**

'We were really impressed with the students' engagement and enthusiasm for the process. You should be really proud of creating such a well thought through programme. It definitely left us all with a really positive impression of the school and we'd all be happy to support another such an event going forward.'

* Just wanted to say thank you for asking me to get involved, I had a great time today and I found it very inspiring talking to the students.

* Good work everyone and we do have a great "crop" of young adults coming into the big bad world of FE and work! Good luck to them all I say

* I thought it was a real worthwhile exercise & could be revisited. Glad to have been part of it...

'Also, I'd like to extend a huge thank you and well done to all the students who got involved. We know it can be a nerve wracking experience and they did themselves and the school proud. So please, if you get the opportunity, do pass on the thanks of all the employers to the pupils, for their enthusiastic participation.'

Year 11 Mock interview employers Dec 2022