

Weston Secondary School's Careers, Education, Information, Advice and Guidance Programme 2024-2026

Prepared by	Director of Careers		
Approved by	D Butterworth	Date	November 2024
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Introduction

Good careers guidance will enable all students to make the right choices to set them on the path to rewarding future careers by developing the skills, confidence and inspiration to be successful beyond school. At Weston Secondary School, promoting a career development culture is part of our mission in supporting the aspirations of our students and to ensure that they gain the necessary skills, knowledge and experience that they need to make progress and succeed in learning, work and employment.

Our expectation is that all students **Aspire** and **Believe** in themselves so that can **Achieve** and become the very best in everything that they do as they develop and plan appropriate next steps for their futures.

We believe that effective careers education, information, advice and guidance (CEIAG) not only contributes to the wellbeing of our students but also to the wellbeing of their families, the communities in which they belong, wider society, businesses and the economy.

In line with this, an excellent careers programme ensures that students aims and aspirations are the best that they can be.

Students leaving Weston Secondary School will “have acquired and developed the employability skills and experience which businesses and higher institutions value”.

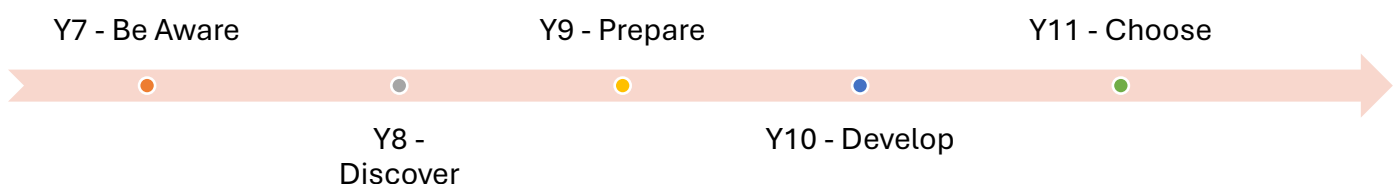
Year 7 - An introduction to careers education. Raising student’s **awareness** of a wide range of careers and pathways. Identifying careers preferences based on areas of interest or suitability.

Year 8 - Students **discover** various careers options and their career pathways that match their interest and suitability. Students have an understanding of LMI and the experiences and qualifications that support specific career pathways.

Year 9 - Students make decisions about GCSE options that have clear link to careers in **preparation** for future progression and post 16 choices.

Year 10 - Students refine their career aspirations and recognise the next steps. Students **develop** their knowledge and employability skills.

Year 11 - Students make smart **choices** about their post 16 career pathways making plans for colleges, training providers and apprenticeships.



All Year Groups

Event	Information	Benchmark(s)	When
Royal Navy Activities	Engaging and fun physical and mental activities centred on employability and skills for life	2, 3, 5	Spring Term
Provider Access Encounters	Information about technical and apprenticeship providers, an overview of training and the future career pathways on offer	3, 4, 5	Spring Term
National Apprenticeship Week	An opportunity to learn and dive into the world of apprenticeships delivered in PSHE	2, 3, 5	Spring Term
National Careers Week	To help you become more aware of your career and make you more aware of your future	2, 3, 5	Spring Term
Linking Curriculum Learning to the Curriculum	Embedded in the curriculum and seen in lessons	4	Ongoing
Opportunities for a variety of assemblies, information sessions & workshops	Encounters with Further and Higher Education, training and apprenticeship providers, employers, employees. Deepening understanding of different pathways	2, 4, 5, 7	Ongoing
Personal Career Guidance	Offered to all students upon request. Priority appointments for year 11	8	Ongoing
Careers Education Information Advice and Guidance	Lessons that follow the Steps Programme supporting the various stages of career planning (Tutor delivery)	2, 3	Ongoing
PSHE lessons*	Aspects of career, education, information, advice and guidance in lessons	1, 3	Ongoing
Subject related activities, trips and visits	Exposure to employers, employees and places of work. Challenging misconceptions and linking curriculum learning to careers	4, 5, 6	Ongoing

Key Stage 3

Year 7

Event	Information	Benchmark(s)	When
Introduction to University	Raising aspirations and introducing the concept of university	3, 4, 7	Spring Term
Inspiring STEM 2025 (Science)	Inspiring STEM allows young people to take part in engaging STEM activities with businesses from across Hampshire. This helps educate them about different career options and challenges perceptions about different roles.	2, 3, 4, 5	Summer Term
Business Speed Networking	Raising aspirations and promoting a range of career options and pathways by meeting and talking to different employers	1, 2, 3, 4, 5, 6, 8	Summer Term

Year 8

Event	Information	Benchmark(s)	When
My Solent Story	Student led assembly providing a taste of student life. Charting career pathways from GCSE to Degree and beyond	3, 4, 7	Spring Term
Get Inspired 2025	An understanding of the broad and exciting career paths that Southampton & The New Forest offer. Exhibitors, employers, training providers and educational institutions	2, 3, 4, 5, 7	Summer Term

Year 9

Event	Information	Benchmark(s)	When
Inspiring the Next Generation	Luke Stanton – Speaker and motivator encouraging self-belief and confidence to pursue dreams	3, 5	Autumn Term
Making the Right Choices	Introducing the concepts of level 1&2 qualifications to support informed choice	3, 4, 7	Spring Term
University Campus Visit	Choosing GCSE options. An understanding of the GCSE process and career pathways	3, 4, 5, 7	Spring Term
Interview Ready	Developing an understanding of how to prepare for an interview and assessment centre. Focus on employability skills, interview techniques and assessment centre tasks	3, 4, 5, 6, 8	Spring Term
Preferences Evening	The process for selecting KS4 study promoting and supporting informed choice	3, 4, 7, 8	Spring Term

Key Stage 4

Year 10

Event	Information	Benchmark(s)	When
Inspiring the Next Generation	Luke Stanton – Speaker and motivator encouraging self-belief and confidence to pursue dreams	3, 5	Autumn Term
Future Leaders Programme	BAME – Supporting students on their educational journey to help them achieve their potential	3, 4, 7	Autumn Term
Why GCSE's Matter Assembly	Highlighting the importance of obtaining good GCSE results and progression pathways beyond GCSE exams	3, 4, 7	Spring Term
Personal Branding	Employability workshop that focuses on employability skills, the importance of a CV and personal action planning	1,2, 3, 4, 7	Spring Term
Employer Interviews	Interview with an employer with both verbal and written feedback. Practicing communication skills, develop confidence and understand what employers look for from the future workforce	1, 3, 4, 5, 8	Spring Term

Your Futures	A collection of post-16 providers helping KS4 students plan for their future (St Mary's Stadium)	3, 5, 7	Summer Term
Work Experience	A week's immersion exploring the world of work and employment whilst developing employability skills	2, 3, 4, 5, 6, 8	Summer Term
Itchen College Taster	An opportunity to visit one of our local colleges and experience different subjects and courses	3, 4, 7	Summer Term

Year 11

Event	Information	Benchmark(s)	When
Inspiring the Next Generation	Luke Stanton – Speaker and motivator encouraging self-belief and confidence to pursue dreams	3, 7	Autumn Term
College Assemblies	Visits from local colleges and sixth forms promoting post-16 choices, experiences and application processes	3, 7, 8	Autumn Term
Benefits of Higher Education	Exploring university as an option, the process of applying, the benefits of terms of employment, personal development and career opportunities	2, 3, 4, 7	Spring term
Post-16 Qualifications & Next Steps	Information explaining A levels, BTEC's and Apprenticeships. Understanding of each type of qualification and its route to further study, training and career options	3, 7	Spring Term
Personal Career Guidance	Personal guidance interview with a career's advisor at a significant point in study/career choice	3, 4, 8	Ongoing

Top 10 Employability Skills

Employability skills underpin our curriculum. At Weston Secondary School we believe that academic success and character development go hand in hand.

By increasing the awareness and emphasising on key employability skills, we are not only developing our student's skillset, knowledge and experience, but are supporting them in readiness for their future study and career choices. Our employability skills are categorised into three subgroups:

How you work

How you work with others

How you think

	Skill	Description	Development
1	Using initiative and being self-motivated	<ul style="list-style-type: none"> Follow instructions Put forward your own ideas Completion of tasks even through setback 	<ul style="list-style-type: none"> Finish work without being asked Work without help but know when to ask for it Suggest new ideas
2	Organisational skills	<ul style="list-style-type: none"> Plan work to meet deadlines Organise your time and coordinate with others 	<ul style="list-style-type: none"> Organise events and projects Plan your revision timetable Ability to be flexible and change plans

		<ul style="list-style-type: none"> • Monitor and adjust the progress of your work 	
3	Working under pressure and to deadlines	<ul style="list-style-type: none"> • Meet deadlines and targets • Become a reliable person 	<ul style="list-style-type: none"> • Finish work before deadlines • Plan to make the most of time • Prioritise commitments
4	Ability to learn and adapt	<ul style="list-style-type: none"> • Learn new things • Learn from success and failure • Adapt and do things better 	<ul style="list-style-type: none"> • Share ideas and use feedback to improve • Put yourself forward • Think about how to improve your work
5	Communication and interpersonal skills	<ul style="list-style-type: none"> • Explain and present clearly • Do your best to understand others 	<ul style="list-style-type: none"> • Present and speak with an audience • Take part in debates • Give instructions to others
6	Teamwork	<ul style="list-style-type: none"> • Understand how you and others work best together • Get things done when working with others with different skills, backgrounds and personalities 	<ul style="list-style-type: none"> • Plan when working with others • Take account of how your team are feeling when working together
7	Negotiation skills	<ul style="list-style-type: none"> • Think about what you and others want and need • 'Give and take' fairly when working with others 	<ul style="list-style-type: none"> • Look for ideas that benefit all • Ask favours and support others by offering something in return
8	Valuing diversity and difference	<ul style="list-style-type: none"> • Respect others • Value the skills and experience of others • Show consideration for the needs of others 	<ul style="list-style-type: none"> • Work with people who have different skills • Ensure everyone is involved in conversations and activities
9	Problem solving skills	<ul style="list-style-type: none"> • Identify key issues in a problem • Use your knowledge and experience when tackling problems • Develop and test possible solutions 	<ul style="list-style-type: none"> • Design and create • Plan projects • Analyse results • Evaluate evidence
10	Numeracy and IT skills	<ul style="list-style-type: none"> • Use numbers and data to support your work • Apply your valuable IT skills 	<ul style="list-style-type: none"> • Use numerical evidence in practical's • Learn new IT skills such as coding • Help your family with budgeting and money decisions

Personal, Social, Health & Economic (PSHE)

“Personal, social, health and economic education is a school curriculum subject in England that focuses on strengthening the knowledge, skills, and connections to keep children and young people healthy and safe and prepare them for life and work. At Weston Secondary School PSHE is underpinned by our values of **Aspire, Believe and Achieve**.

Personal Social Health Economic (PSHE) CEIAG Elements 2024-25

Year 7	When
What are my strengths and weaknesses?	Summer Term
Can you set ambitious targets and goals?	
Should others be allowed to limit your aspirations?	
How should you respond to disappointments and setbacks? Resilience	
Why is initiative important now, in KS4, and the wider world?	
How can we budget our money?	
What are savings and loans?	
How can I create a personal budget plan?	

Year 8	When
How do you open a bank account?	Summer Term
What is income and expenditure?	
What is budgeting and saving?	
What is tax and insurance?	
Why do we pay tax?	
What is Cryptocurrency?	
How would you prepare for an interview?	
How would you prepare for an interview? Complete mock interview	
How would you manage your emotions in relation to future employment?	
How can we develop our teamwork? (Teamwork active session)	
How do skills open up more opportunities?	

Year 9	When
What are targets and goals?	Autumn Term 2
How can we achieve our aims?	
What are the benefits of being a lifelong learner?	
Is college for me?	
Are apprenticeships for me?	
Is university for me?	Spring Term 1
What are first impressions?	
What do employers look for?	
What is involved in a job interview?	
What can we learn from entrepreneurs	
What is innovation?	
What is negotiation?	

Year 10	When
How can we effectively budget? Do we all have different priorities?	Summer Term
Where can I access appropriate support for financial decision making?	
What is financial exploitation? Include online/relationships	
What are the advantages and disadvantages of different models of contractual terms	

Year 11	When
How can we assess our strengths and weaknesses?	Autumn Term
What is a personal statement?	
Writing a personal statement	
What are my employability traits?	
How do you write a CV	
Writing a CV	
Why is personal branding important?	
How do I choose financial services?	
What is credit?	
What are payslips?	
Why would I need to borrow money?	
Business master class part 1	
Business master class part 2	

Additional Topics:

National Apprenticeship Week: 10th – 14th February 2025

National Careers Week: 3rd – 7th March 2025

This programme aims to provide a variety of experiences designed to develop career education, information, advice and guidance within the PSHE programme. For more information regarding this programme please contact Mr Patten (PSHE Lead) on 02380 447820 or alternatively via email at tpatten@westonsecondary.co.uk

Gatsby Benchmarks Scores (July 2024)

Benchmark 1: A stable careers programme

Our current score: 94%

Percentage of school nationally meeting this benchmark: 68.9%

Benchmark 2: Learning from career and labour market information

Our school: 80%

Percentage of school nationally meeting this benchmark: 83.2%

Benchmark 3: Addressing the needs of each pupil

Our school: 81%

Percentage of school nationally meeting this benchmark: 59.4%

Benchmark 4: Linking curriculum learning to careers

Our school: 100%

Percentage of school nationally meeting this benchmark: 79.6%

Benchmark 5: Encounters with employers and employees

Our school: 100%

Percentage of school nationally meeting this benchmark: 85.1%

Benchmark 6: Experiences of workplaces

Our school: 100%

Percentage of school nationally meeting this benchmark: 71.9%

Benchmark 7: Encounters with further and higher education

Our school: 90%

Percentage of school nationally meeting this benchmark: 57.6%

Benchmark 8: Personal Guidance

Our school: 75%

Percentage of school nationally meeting this benchmark: 77.6%

Where do our pupils go? Post – 16 destination data

Most of our students progress into:

- Itchen Sixth Form College
- Southampton College – SHCG

Other destinations over the last three years have been:

- Barton Peveril Sixth Form College
- Bitterne Park Sixth Form College
- Eastleigh College - SHCG
- Fareham College - SHCG
- Peter Symonds College
- Richard Taunton Sixth Form College
- Sparsholt College
- Totton College

2021

- 83% FE College/Sixth Form College/School Sixth Form
- 1% Government Supported Training
- 4% Employment with training including apprenticeships
- 5% Employment without training

2022

- 90% FE College/Sixth Form College/School Sixth Form
- 3% Employment with training including apprenticeships
- 3% Employment without training

2023

- 86% FE College/Sixth Form College/School Sixth Form
- 7% Employment with training including apprenticeships
- 2% Employment without training