

## Whole School Careers Plan

### Strategic Vision

All students at Nottingham Free School will experience a scaffolded careers programme enabling them to be fully equipped with the skills needed by further education and employers. Throughout the programme, students will complete a careers 'passport' which is focused on developing the following employability skills:

1. Self-motivation – taking responsibility for developing work readiness
2. Self-assurance – having the tools and skills to present themselves to employers
3. Aspiration – having high personal goals
4. Informed – understanding the opportunities available and making realistic choices
5. Experience – having experience of work that is rewarding and fulfilling
6. Achieving – qualifications valued by employers
7. Accountability – understanding how to take responsibility
8. Resilience – understanding employers need for people who can listen and learn
9. Entrepreneurial – working creatively to achieve personal and business potential
10. Co-operation – developing effective communication and co working skills

### Cross phase work

The following table shows all career based activities which apply to all year groups

Activities	Details	Impact	Key skills developed
<b>Displays</b>	Career based displays are placed around school Subject specific career related displays in key areas/classrooms University/work skills & training of staff displayed on all staff doors.	Increased awareness/profile of careers	3
<b>Enrichment</b>	All enrichment activities are linked to the employability skills. Students expected to audit the employability skills developed through enrichment and makes future enrichment choices accordingly.	Students aware of their skills developed through the enrichment programme and their strengths/areas for development in terms of the employability skills	All

<b>Careers skills passport</b>	Students complete a skills passport each year to highlight the skills developed	Students aware of their skills developed and their strengths/areas for development in terms of the employability skills	
<b>Visiting speakers</b>	Careers focused visiting speaker every month. The session will be voluntary and based in the library to include a presentation and time for questions from students.	Students have an improved awareness of the variety of jobs and careers available, the skills and qualifications required and the realities of the associated job market.	4 8
<b>University Aspiration</b>	<p><b>Student mentors – NTU/NU</b> 20 students receive 1-1 weekly session for 10 weeks designed to support academic engagement. Students are identified from the widening participation list</p> <p><b>Students in classrooms scheme</b> NTU students assigned to key departments for a 10 week placement</p> <p><b>Widening participation experiences</b> NTU provide sessions for each year group on university experiences. Year 7 – assembly Year 8 – workshops Year 9 – Campus visits Year 10 – Subject conferences Year 11 – Subject conferences and revision support</p> <p><b>Sutton Trust</b> 12 students per year group on a 5 year programme linked to Nottingham University designed to support aspiration to apply to university. Students are from the widening participation list.</p>		3 4 8 10
<b>Student voice</b>	Student voice used to gather views and understanding of careers	School aware of strengths and gaps – used to inform future planning	

<b>Career Fairs</b>	<p>Trips taken to careers fairs organised by Aspire</p> <p><b>2015-16</b> Year 8 – NCN local careers fair</p> <p><b>2016-17</b> Years 8 &amp; 9: The Big Bang – STEM careers</p> <p><b>Future plans</b> Apprenticeship fair</p>	Increased student awareness of variety of careers available within the local community, nationally and within key areas e.g. STEM	
<b>Careers Library</b>	<p>Creation of a careers and university section in the school library. Job information and university prospectuses to be displayed</p>		
<b>Parental engagement</b>	<p>Parent forum focused on careers/employability skills/university aspiration to be held every year</p>		

#### Year based activities

Year	Activities	University aspiration	Impact	Key skills developed
7	<p><b>PSHE – Skilful me</b> Reflection activity based on the employability skills. Students understand what they are and what they can do in order to demonstrate the skills.</p>	<p>NTU assembly Sutton Scholars group (5 year scheme) launched for key vulnerable (WP) students</p>	<p>Increased student awareness of employability skills and university</p>	<p>3 4 10</p>
8	<p><b>PSHE – What a choice?</b> 3 x options lessons Continuation of skills passport</p>	<p>NTU workshops on university life Sutton Scholars group continues (5 year scheme)</p>	<p>Students make well informed options choices to maximise achievement.</p>	<p>3 4 7</p>

			<p>Greater awareness of local career opportunities/job sectors</p> <p>Increased awareness and familiarity of university life</p>	
9	<p><b>PSHE – Looking forward</b> 3 careers lessons focused on:</p> <ul style="list-style-type: none"> <li>• Local and national employment trends</li> <li>• Personal aims/goals/ambitions/career options</li> <li>• Pathways to careers (college, university, apprenticeships)</li> </ul>	Year 9 NTU workshops and campus visit for 60 students	<p>Greater understanding of job sectors and local employment needs</p> <p>Students able to link their achievement to possible careers</p> <p>Increased familiarity with a university setting</p>	3 4 10
10	<p><b>PSHE – Employable me</b> 4 careers lessons focused on:</p> <ul style="list-style-type: none"> <li>• Creating a cv</li> <li>• Planning for interviews</li> <li>• Preparation for work experience</li> <li>• Reflection on work experience</li> </ul> <p><b>‘Employable me’ day</b> Mock interviews from outside business providers</p> <p><b>Work Experience</b> 1 week of work experience for all students</p> <p><b>Careers advice</b> Careers service used for key students inc. all possible NEETs</p>	Raising the grade conferences - Subject based revision sessions at NTU (English and MfL)	<p>Improved skills in employment readiness inc. CV, interview skills</p> <p>Increased understanding of and necessity for, employability skills</p> <p>Improved aspiration and understanding of personal career pathway and link to achievement</p>	1 2 5 7 8 10

			Vulnerable students have an appropriate next steps pathway 0 NEET students	
11	<p><b>PSHE – What next?</b> 4 lessons focused on next stage preparation. Applications for:</p> <ul style="list-style-type: none"> <li>• College</li> <li>• Other P16 providers</li> <li>• Apprenticeship/training</li> </ul> <p><b>Careers advice</b> Careers service used for key students inc. any possible NEETs</p>	<p>Raising the grade conferences - Subject based revision sessions at NTU (Science, maths) NTU revision conference, parents session (including a campus visit) and a next steps assembly</p>	<p>All students gain a place in P16 provision/training programme.</p> <p>Year 11 achievement enables all students to gain their P16 choice</p>	3 6 7 10
12 & 13	<p><b>Next stage preparation</b> Applications for:</p> <ul style="list-style-type: none"> <li>• UCAS</li> <li>• Apprenticeships</li> <li>• Jobs</li> </ul> <p><b>Volunteering and/or work experience</b> All students to participate in voluntary work/work experience as part of their extra-curricular programme</p> <p><b>Careers advice</b> Careers service used for key students inc. all possible NEETs</p>		<p>High number of students obtain a first choice place at university with a high proportion at a Russell group university or a place in a high level apprenticeship.</p> <p>A Level results enable all students to gain their first next steps choice.</p>	All