

<b>Gatsby Benchmark and CDI Framework (2020 onwards)</b>	<b>KS3 : Years 7 to 9</b>	<b>KS4 : Years 10 &amp; 11</b>	<b>KS5: Years 12 &amp; 13</b>	<b><i>Vs. 2020 CDI Framework</i></b>
<p>1. A Stable Careers Programme</p> <p>CDI: Grow Through Life Exploring Possibilities Manage Career Create Opportunities</p>	<p>*Careers programme is embedded within the Personal Development curriculum. The programme is reviewed after each series of sessions.</p> <p>*UNIFROG modules in Year 9 are tailored toward 'choosing options'.</p> <p>*Options events in Year 9.</p> <p>*UNIFROG programme is promoted to parents following Careers Week.</p> <p>*Careers appointments are offered throughout KS3, but for some groups these are mandatory before the end of the Key stage.</p> <p>*The programme is overseen by our Careers Leader and supported through SLT by the Assistant Principal</p> <p>*Programme is reviewed by students, teachers and parents.</p>	<p>*Careers programme is embedded within the Personal Development curriculum. The programme is reviewed after each series of sessions, starting with Year 11.</p> <p>*UNIFROG programme is promoted to parents following Careers Week.</p> <p>*Careers appointments are offered throughout KS4, but for some groups these are mandatory before the end of the Key stage.</p> <p>*Guidance is supported by Year 11 interviews</p> <p>*The programme is overseen by our Careers Leader and supported through SLT by the Assistant Principal</p> <p>*Parents notified through Year 11 forum</p> <p>*Programme is reviewed by students, teachers and parents.</p> <p>*Work Shadowing programme and feedback.</p>	<p>*EAT &amp; UCAS pathways are prominent throughout KS5</p> <p>*Futures Day (July)</p> <p>*Parents notified through Year 12 and 13 forums</p> <p>*Work Experience and preceding guidance interviews through Year 12</p> <p>*Programme is comprehensive, alumni speakers (through Future First and other links) are invited and visits to national and local conferences arranged.</p> <p>*Programme is reviewed by students, teachers and parents.</p> <p>*ACTIVE 6 programme: Year 13 – Next Steps development and support, living away from home, managing money (To increase sustaining destinations)</p> <p>Year 12 : Investigating Skills, jobs and routes, CVs, Personal Statements.</p>	<p>1 – Self aware,</p> <p>2- self determination,</p> <p>4 – Explore careers,</p> <p>5. Aware of purpose of work</p> <p>7. Investigating jobs and LMI</p> <p>10. Making the most of careers information, advice and guidance</p> <p>14. Identifying choices and opportunities.</p> <p>15. Planning and deciding</p> <p>16. Handling applications and interviews</p> <p>17 Managing changes and transitions</p>
2. Learning from Career & Labour market information	* Assemblies link the Hayes Learner and Careers, using	* Assemblies link the Hayes Learner and Careers	*Students access speakers from Apprenticeships,	6. Understanding business.

<p>CDI: Grow Through Life Exploring Possibilities Manage Career Create Opportunities</p>	<p>labour market and internally held data. *The school will ensure students and their parents/carers understand the value of finding out about the labour market, this will be hosted by our UNIFROG programme, alongside careers advice. *By age 14, each student has accessed labour market information through our UNIFROG programme. *Staff Training on how to bring LMI into their subject areas and/or key stages.</p>	<p>*Speakers : Apprenticeships, Universities and College; also alumni speakers (through Future First). *The school will ensure students and their parents/carers understand the value of finding out about the labour market, this will be hosted by our UNIFROG programme, alongside careers advice. *Staff Training on how to bring LMI into their subject areas and/or key stages.</p>	<p>Universities and College. Also, alumni speakers (through Future First) *Access to contemporary careers programmes, such as <i>Unifrog</i> or <i>UCAS</i>. *National events; <i>Skills London</i>, <i>UCAS</i>, <i>What Career?</i> *Industry events arranged through apprenticeship and traineeship providers. *ACTIVE 6 programme: Year 13 – Next Steps development and support, living away from home, managing money (To increase sustaining destinations) Year 12 : Investigating Skills, jobs and routes, CVs, Personal Statements. *Staff Training on how to bring LMI into their subject areas and/or key stages.</p>	<p>7. Investigating jobs <b>and LMI</b> 14. Identifying choices and opportunities 17 Managing changes and transitions</p>
<p>3. Addressing the needs of each pupil</p> <p>CDI: Grow Through Life Exploring Possibilities</p>	<p>* Careers programme introduces students to thinking about careers, which builds to Year 9 options modules – considering their next steps. Consideration is</p>	<p>* Careers programme introduces students to thinking about careers, which builds to post-16 modules – considering their next steps. Consideration is also given to</p>	<p>*Individual needs record created using Admissions + and is updated regularly. *Careers guidance and software platforms (UNIFROG &amp; SpringPod)</p>	<p>1 – Self awareness, 2- self determination, 4 – Explore careers, 6. Understanding business.</p>

<p>Manage Career Create Opportunities</p>	<p>also given to each student rating their own skills, interests and areas for development.</p> <ul style="list-style-type: none"> <li>* UNIFROG is an exceptionally broad programme, allowing students to rate their skills and work preferences.</li> <li>*Records of appointments with the adviser are kept, which will be online as part of the Careers guidance.</li> <li>*Impartial Careers advice offered to every student in KS3, but mandatory for some groups.</li> <li>*All forms of stereotyping will be prohibited in the careers advice and guidance that is provided, to ensure inclusivity</li> <li>*Students can access their progress on UNIFROG at any time.</li> <li>*Careers appointment records kept.</li> </ul>	<p>each student rating their own skills, interests and areas for development.</p> <ul style="list-style-type: none"> <li>*Sixth form Open Evening allows for more specific, tailored advice.</li> <li>*Every Year 11 student has a guidance meeting with SLT</li> <li>*Impartial Careers advice given to every student in KS4</li> <li>*All forms of stereotyping will be prohibited in the careers advice and guidance that is provided, to ensure inclusivity</li> <li>*Students can access their progress on UNIFROG at any time.</li> <li>*Careers appointment records kept.</li> </ul>	<ul style="list-style-type: none"> <li>*National &amp; industry events attended / offered to all students.</li> <li>*Long-term subject curriculum plans incorporate Hayes Learner and Careers</li> <li>*Oxbridge &amp; RG programme</li> <li>*Support is still given post-6<sup>th</sup> form</li> <li>*Students can access their progress on Unifrog at any time.</li> <li>*Careers appointment records kept.</li> <li>*ACTIVE 6 programme: Year 13 – Next Steps development and support, living away from home, managing money (To increase sustaining destinations)</li> <li>Year 12 : Investigating Skills, jobs and routes, CVs, Personal Statements.</li> </ul>	<p>7. Investigating jobs and LMI</p> <p>10. Making the most of careers information, advice and guidance.</p> <p>14. Identifying choices and opportunities</p> <p>15. Planning and deciding</p> <p>16. Handling applications and interviews</p> <p>17 Managing changes and transitions</p>
<p>4 Linking Curriculum Learning to Careers</p> <p>CDI: Grow Through Life Exploring Possibilities</p>	<ul style="list-style-type: none"> <li>* UNIFROG Programme – online activity &amp; lesson plans</li> <li>*Subject Teachers have been given exercises/booklets from Success in Schools literature</li> </ul>	<ul style="list-style-type: none"> <li>* UNIFROG Programme – online activity &amp; lesson plans</li> <li>*Subject Teachers have been given exercises/booklets from Success in Schools literature</li> </ul>	<ul style="list-style-type: none"> <li>*Subject Teachers have been given exercises/booklets from Success in Schools literature</li> <li>*Yr 13 - Destination List</li> </ul>	<p>1 Self awareness,</p> <p>4 - Explore careers</p> <p>6. Understanding business.</p> <p>7. Investigating jobs and LMI</p>

Manage Career Create Opportunities	<ul style="list-style-type: none"> <li>*Long-term subject curriculum plans incorporate Hayes Learner and Careers</li> <li>*STEM activities and promotion.</li> <li>*Speakers, including STEM and alumni speakers (predominantly through Future First)</li> <li>*Maths &amp; English progress, intervention and support closely monitored</li> </ul>	<p>*Yr 11 - Destination List</p> <ul style="list-style-type: none"> <li>*Long-term subject curriculum plans incorporate Hayes Learner and Careers</li> <li>*Sixth form Open Evening allows for more specific, tailored advice.</li> <li>*STEM activities and promotion.</li> <li>*Maths &amp; English progress, intervention and support closely monitored</li> <li>*Alumni speakers (predominantly through Future First) link career to Hayes education</li> </ul>	<ul style="list-style-type: none"> <li>*Long-term subject curriculum plans incorporate Hayes Learner and Careers</li> <li>*Industry events arranged through apprenticeship and traineeship providers.</li> <li>*STEM activities and promotion.</li> <li>*Maths &amp; English resit progress, intervention and support closely monitored</li> <li>*Alumni speakers (predominantly through Future First)</li> </ul>	14. Identifying choices and opportunities
5. Encounters with Employers and Employees  CDI: Grow Through Life Exploring Possibilities Manage Career Create Opportunities	School Trips: Workplace Visits *Speakers and events in Year 7 to 9, ie: <i>Bromley Healthcare, Jacksonville Jaguars, Rock Assembly, local employers.</i> *Alumni speakers (predominantly through Future First).	School Trips: Workplace Visits *Speakers and events in Year 10 to 11, ie: <i>Bromley Healthcare, Jacksonville Jaguars, Rock Assembly, Royal Society Summer Exhib, Skills London Event, Bromley Healthcare Event, RWS Careers Fair, NCS – The Challenge and other</i>	Speakers in for Targeted Assemblies eg Apprenticeships *Industry events arranged through apprenticeship and traineeship provider, ie: <i>Yr 13 Next Steps Conference through Youth Employment for students not going onto Uni (1 day seminar)</i> <i>Work Placement Visits –</i>	4 - Explore careers 5. Aware of purpose of work 6. Understanding business. 7. Investigating jobs and LMI 9. Learning about safe working practices and environments.

		<i>Apprenticeship Talks and local employer visits</i> *Alumni speakers invited into school to inspire the next generation. *Work Shadowing in Year 10. *Year 11 students encouraged to join alumni network through Future First.	<i>Yr 12 – Law Insight Day – Taylor Wessing Insurance Event – Lloyds of London</i> *National events; <i>Skills Day, UCAS convention, What Career?</i> *Yr 12 Work Experience – 1 week (early June) *Local Careers Fair *Alumni speakers (predominantly through Future First) *Year 13 students encouraged to join alumni network through Future First.	10. Making the most of careers information, advice and guidance. 11. Preparing for employability. 14. Identifying choices and opportunities 17 Managing changes and transitions
6. Experience of Workplaces  CDI: Grow Through Life Exploring Possibilities Manage Career Create Opportunities	*Trips to workplaces as part of subject curriculum *Awareness of workplaces through assembly speakers.	*Work Shadowing in Year 10 *Trips to workplaces as part of subject curriculum. *Awareness of workplaces through assembly speakers.	Yr 12 Work Experience – 1 week (early June) <i>Individual appointments and evaluation</i> *Trips to workplaces as part of subject curriculum. *Awareness of workplaces through assembly speakers.	1 Self awareness, 2 Self determination, 3 Self Improvement as a learner 4 - Exploring careers and careers development 5. Aware of purpose of work 6. Understanding business. 7. Investigating jobs and LMI 9. Learning about safe working practices and environments.

				11. Preparing for employability. 12 Showing initiative and enterprise. 14. Identifying choices and opportunities 15 Planning and deciding 17 Managing changes and transitions
7. Encounters with Further and Higher Education  CDI: Grow Through Life Exploring Possibilities Manage Career Create Opportunities	*Student trip to Oxford University. *STEM Careers – in curriculum and enrichment opportunities. *Brilliant club for Disadvantaged students. *Super-curricular opportunity for Technical qualification provider and/or Apprenticeship provider (in Year 8 and 9).	*Student trip to Oxford University. *Yr 11 6 <sup>th</sup> Form Guidance / Assembly and College Talk University Talk / FE Talk visit / Apprenticeship / Training speaker *KS4 Targeted students to attend Skills London (Careers Event) *Local Careers Even. *Super-curricular opportunity for Technical qualification provider and/or Apprenticeship provider (in Year 10 and 11).	*Yr 12 & 13 Parents' Forum – UCAS information *Yr 13 UCAS Support – <i>Futures Day Uni speaker</i> *Yr 13 Oxbridge Focus Group *Yr 12 Oxford and Cambridge University Visit *Yr 12 UCAS Careers Event *Local Careers Events *University Open Days : student visits *Skills London Event *Summer School Uni Events *Speakers in for Targeted Assemblies eg <i>Gap Yr Options</i> *Student Uni visits supported and promoted. *Super-curricular opportunity for Technical qualification provider and/or Apprenticeship provider (in Year 12 and 13).	1 Self awareness, 2 Self determination, 3 Self Improvement as a learner 4 - Exploring careers and careers development 7. Investigating jobs and LMI 12 Showing initiative and enterprise 14. Identifying choices and opportunities 15 Planning and deciding 16 Handling applications and interviews 17 Managing changes and transitions

<p>8. Personal Guidance</p> <p>CDI: Grow Through Life Exploring Possibilities Manage Career Create Opportunities</p>	<p>*Impartial, independent Careers Advice available for years 7 to 9.</p> <p>*Careers Appts – Individual and Group – all P/P and SEN students seen in Yr 9</p> <p>*Newsletter information</p> <p>*Career page in student planner</p>	<p>*Careers Appts – Individual and Group – all P/P and SEN students seen by Yrs 11</p> <p>*Yr 9 Options Evening</p> <p>*Career page in student planner</p> <p>*Newsletter information</p> <p>*Guidance meetings in Year 11</p> <p>*NCS call line advertised</p>	<p>*Careers Appointments – individually offered, opportunity promoted.</p> <p>*Students applying to Uni – individual guidance given with</p> <p>*UCAS statement</p> <p>*EAT students – individual advice given</p> <p>*Individual needs record maintained throughout</p> <p>*NCS call line advertised</p>	<p>1 Self awareness, 3 Self Improvement as a learner 4 - Exploring careers and careers development 7. Investigating jobs and LMI 10 Making the most of advice, information and guidance. 14. Identifying choices and opportunities 15 Planning and deciding 16 Handling applications and interviews 17 Managing changes and transitions</p>
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