

William Brookes School Careers: Exceptional provision securing the Gatsby Benchmarks for all students

At William Brookes School (WBS), we are committed to providing the highest quality information, advice, guidance and inspiring opportunities to all students in order to ensure they are fully supported and empowered to shape their future careers. As part of this, we are proud to be able to meet the national Gatsby careers benchmarks and this document outlines our whole-school provision.

<p>Benchmark 1:</p> <p>A stable careers programme</p>	<p>WBS is committed to securing the best possible opportunities for all students to be informed and empowered to shape their own career pathways. This provision is underpinned by a strong careers team including the school's Careers Leader, James Boak, Careers Advisor, Mel Lawrence, and our leadership team careers lead, John Connoly (Deputy Headteacher). The work of the team is supported by the Heads of House, Hannah Ward who provides admin support from Student Services, and the school's dedicated Careers Governor, Caroline Hamp. The school's programme of opportunities is set out in the WBS careers programme, detailed on the school website and rigorously evaluated through feedback from students, families, teachers and employers. WBS also has a careers action plan, strategic vision, and policy, available upon request.</p>
<p>Benchmark 2:</p> <p>Learning from careers and labour market information</p>	<p>All students are provided with a dedicated careers opportunity at least once per year. Through meeting representatives from colleges, universities, apprenticeship providers and employers, students build their knowledge of the careers and labour market. Specific events include: Year 7 – Careers in the Curriculum Week; Year 8 – STEM workshop Year 9 – Careers Awareness Day Year 10 –Careers Fair, FE presentations, and 1:1 careers interviews; Year 11 – Work experience, support for applications; Year 12 – Work Experience and Higher Education Fairs; Year 13 – A range of external speakers from a wide variety of local companies and careers. Students are supported to carry out their own research on career pathways and this is recorded through Unifrog, the school's new careers platform. Sessions in PSHE from Years 8-11 are designed to support students to learn about careers and labour market information, including use of the Unifrog platform across all of these year groups. In the Sixth Form, students are kept up to date with new career opportunities through the school's frequent bulletins, morning briefings and presentations.</p>
<p>Benchmark 3:</p> <p>Addressing the needs of each student</p>	<p>Through one-to-one guidance interviews with students (e.g.at least once in year 10 or 11, and more upon request), we review the requirements of our students and ensure that they have access to independent information, advice and guidance. This is provided through access to the careers library and through one-to-one personal guidance sessions with our careers advisor. In addition to the range of careers events listed above for all students, we provide specific support and events for targeted groups. For example, Students with SEND are supported through additional personal guidance sessions, and we carefully monitor those at risk of becoming NEETs to support them in finding a pathway that is right for them. We challenge stereotypes by ensuring access for the whole cohort to main careers events such as STEM sessions or careers fairs. All students have access to Unifrog which records their engagement with the school's careers programme and all careers research they have undertaken.</p>

	Students create CVs on the platform in KS4 and use the universities, colleges and apprenticeships databases to shape pathways in Year 11 and 12/13. The UCAS personal statement and subject reference process is also conducted through this platform, leading to clear integration of information sources and personalised planning for future destinations.
Benchmark 4: Linking careers learning to the wider curriculum	We are committed to providing students with opportunities to develop their knowledge of careers through the school's curriculum. This is done across a wide range of subjects. We have a dedicated Subject Careers Week in Year 7 and 12, where subjects invite speakers from industries relevant to their subject area to come in and speak to students for a lesson. We also work with each to weave careers into their subject curriculums. In PSHE in years 8-11, through access to Unifrog, students are able to carry out research into the potential pathways from each subject area. In addition, across the school, there will be displays in curriculum areas to promote relevant careers.
Benchmark 5: Encounters with employers and employees	Each year group has high quality opportunities to engage with employers. As many of these as possible are compulsory for the whole cohort to ensure that all of the students benefit from the opportunities provided. These opportunities are: Year 7 – Subject Careers Week; Year 8 – STEM workshop; Year 9 – Meeting employers at the Careers Awareness Day; Year 10 – Access to the school careers fair; Year 11 –Work experience week; Year 12 –Engaging in Work Experience Year 13 – Meeting professionals from a range of careers at the 'World around you' morning sessions. There are a number of other opportunities built into the year groups programmes that offer bespoke events for specific groups. E.g. taking a group of KS4 students to the Apprenticeship Fair, or a group of students to an engineering company.
Benchmark 6: Experience of workplaces	Of the opportunities above, several include direct experience of the workplace for our students: Year 11 – Engaging in a week-long work experience placement Year 12 – Engaging in a week-long work experience placements.
Benchmark 7: Encounters with further and higher education providers	We provide students with a range of opportunities to meet further and higher education providers. We take Year 8 students to visit a university for the day, and in year 9, students are spoken to by apprenticeship providers as part of our Careers Awareness Day. In Year 10 we welcome local post-16 providers in to talk to our students in a series of assemblies or broadcasts. In year 12 and 13, we attend local fairs for universities and apprenticeships, and invite speakers in as part of our 'world around you' morning sessions. We welcome many post-16 providers to our Careers Fair and we advertise opportunities from post-16 providers through the school careers newsletter, assemblies, and website.
Benchmark 8: Personal guidance	All students, especially from Year 10 onwards, have opportunities to receive one-to-one guidance sessions from the school's careers advisor. Additional appointments are available for students who may require it, with a special focus on those who may have additional needs or be at risk of becoming a NEET. The Unifrog platform supports students to independently research the careers and educational pathways open to them.