

Marland School Careers Plan

Vision

All students at Marland School will experience a scaffolded careers programme in line with their identified Marland Pathway and SEMH needs. This will enable them to be fully equipped with the skills needed by further education and employers, preparing them for adulthood.

Throughout the programme students will have records of their experiences kept on Compass+.

KS3 Learning Aims

1.Theme	Grow Throughout Life
Learning Outcome	Learning Objectives
Pupils need to understand that they need to grow throughout life by learning and reflecting on themselves, their background, and their strengths.	Being aware of the sources of help and support available and responding positively to feedback
	Being aware that learning, skills and qualifications are important for career
	Being willing to challenge themselves and try new things
	Recording achievements
	Being aware of heritage, identity and values

2.Theme	Explore Possibilities
Learning Outcome	Learning Objectives
Pupils need to explore the full range of possibilities open to them and learn about recruitment processes and the culture of different workplaces.	Being aware of the range of possible jobs
	Identifying common sources of information about the labour market and the education system
	Being aware of the main learning pathways (e.g. University, college and apprenticeships)

	Being aware that many jobs require learning, skills and minimum qualifications
	Being aware of the range of different sectors and organisations where they can work
	Being aware of the range of ways that organisations undertake recruitment and selection

3.Theme	Manage Career
Learning Outcome	Learning Objectives
Pupils need to manage their career actively, make the most of opportunities and learn from setbacks.	Being aware that career describes their journey through life, learning and work
	Looking forward to the future
	Imagining a range of possibilities for themselves in their career
	Being aware that different jobs and careers bring different challenges and rewards
	Managing the transition into secondary school and preparing for choosing their gcse's
	Learning from setbacks and challenges

4.Theme	Create Opportunities
Learning Outcome	Learning Objectives
Pupils need to create opportunities by being proactive and building positive relationships with others.	Developing friendships and relationships with others
	Being aware that it is important to take initiative in their learning and life
	Being aware that building a career will require them to be imaginative and flexible
	Developing the ability to communicate their needs and wants
	Being able to identify a role model and being aware of the value of leadership
	Being aware of the concept of entrepreneurialism and self-employment

5.Theme	Balance Life and Work
Learning Outcome	Learning Objectives

<p>Pupils need to balance their life as a worker and/or entrepreneur with their wellbeing, other interests and their involvement with their family and community.</p>	Being aware of the concept of work-life balance
	Being aware that physical and mental wellbeing are important
	Being aware of money and that individuals and families have to actively manage their finances
	Being aware of the ways that they can be involved in their family and community
	Being aware of different life stages and life roles
	Being aware of rights and responsibilities in the workplace and in society
	Recognising the injustices caused by prejudice, stereotypes and discrimination in learning and workplaces

6.Theme	See the Big Picture
Learning Outcome	Learning Objectives
<p>Pupils need to see the big picture by paying attention to how the economy, politics and society connect with their own life and career</p>	Being aware of a range of different media, information sources and viewpoints
	Being aware that there are trends in local and national labour markets
	Being aware that trends in technology and science have implications for career
	Being aware of the relationship between career and the natural environment
	Being aware of the relationship between career, community and society
	Being aware of the relationship between career, politics and the economy

KS3 Careers Programme

Careers in the Curriculum

Careers Activity (Gatsby Benchmark)	CDI Learning Outcome	Evidence / Activities
PSHE Curriculum (1, 2, 3, 4, 8)	<p><i>Grow Throughout Life - 1.1,1.2,1.3,1.4,1.5</i> <i>Explore Possibilities - 2.1, 2.2, 2.3, 2.4, 2.5, 2.6</i> <i>Manage Career - 3.1, 3.2, 3.3, 3.4, 3.5, 3.6</i> <i>Create Opportunities - 4.1, 4.2, 4.3, 4.4, 4.5, 4.6</i> <i>Balance Life and Work - 5.1, 5.2, 5.3, 5.4, 5.5, 5.6</i> <i>See the Big Picture - 6.1, 6.2, 6.3, 6.4, 6.5, 6.6</i></p>	<p>Stand-Alone discrete Careers topic are taught through the PSHE curriculum. Students learn about:</p> <ul style="list-style-type: none"> • Personal Development and Growth • Developing Employability Skills • Ambitions and Aspirations • Careers Choices • Entrepreneurs and Enterprise opportunities • Apprenticeships and Training • Saving and Investing Money • Teamwork, attendance and Punctuality
Careers Across the Curriculum (1, 2, 3, 4, 8)	<p><i>Explore Possibilities - 2.1, 2.2, 2.3, 2.4, 2.5, 2.6</i> <i>Manage Career - 3.1, 3.2, 3.3, 3.4, 3.5, 3.6</i> <i>See the Big Picture - 6.1, 6.2, 6.3, 6.4, 6.5, 6.6</i></p>	<p>Linking curriculum subjects with the world of work, helping students make more informed choices of possible career routes.</p>
National Careers Week Activities (1,2,3,4,5,6,7,8)	<p><i>Explore Possibilities - 2.1, 2.2, 2.3, 2.4, 2.5, 2.6</i> <i>See the Big Picture - 6.1, 6.2, 6.3, 6.4, 6.5, 6.6</i></p>	<p>The school celebrates and recognises the national careers week across the school and in tutor session. Students have the opportunity to link the curriculum education with the world of work and begin to make informed career and life choices.</p>
National Apprenticeships Week Activities 1,2,3,4,5,6,7,8	<p><i>Explore Possibilities - 2.1, 2.2, 2.3, 2.4, 2.5, 2.6</i> <i>See the Big Picture - 6.1, 6.2, 6.3, 6.4, 6.5, 6.6</i></p>	<p>The school celebrates and recognises the national apprenticeships week across the school and in tutor session. Students have the opportunity to link the curriculum education with future choices and training opportunities.</p>
Marland Pathways Personalised Curriculum 1, 3, 4, 7, 8	<p><i>Grow Throughout Life - 1.1,1.2,1.3,1.4,1.5</i></p>	<p>Students identify their future career aspirations and post 16 options, staff then support students to develop and understanding of the requirements and qualifications required to achieve their goal. Students then follow a personalised curriculum with the aim of reaching the next step in the future.</p>

STEM Activities

1,2,3,4,5,6

Explore Possibilities - 2.1, 2.2, 2.3, 2.4, 2.5, 2.6
See the Big Picture - 6.1, 6.2, 6.3, 6.4, 6.5, 6.6

Students engage in STEM activities through the curriculum and from visitors to the school. Students are able to explore enterprise opportunities through STEM activities.

Career Guidance and Personal Development

Careers Activity

CDI Learning Outcome

Impact

Personal Development

3,8

Grow Throughout Life – 1.1, 1.2, 1.3, 1.4, 1.5
Manage Career – 3.2, 3.3, 3.6
Create Opportunities – 4.1, 4.2, 4.3, 4.4, 4.2

Students work on Personal development and preparation for adulthood through their PSHE lessons and as part of the school ethos.

Students have the opportunity to regularly reflect on their behaviours, choices, successes and failures – encouraging them to develop of better sense of self.

Annual EHCP Reviews

3, 8

Grow Throughout Life – 1.1, 1.2, 1.3, 1.4, 1.5

Individual EHCP reviews are held annually and have a strong focus on aspirations and choices for the future. Transition to adulthood plans begin to be implemented from Year 9 reviews, with a focus on Post 16 options.

Thrive Approach to Learning and Thrive Intervention

Grow Throughout Life - 1.1, 1.2, 1.3, 1.4, 1.5
Manage Career - 3.2, 3.6
Create Opportunities – 4.1, 4.2, 4.3, 4.4, 4.5
Balance Life and Work – 5.2, 5.3, 5.5, 5.8

Thrive practice is embedded throughout the school and is used widely to encourage to students to build their Social, emotional and mental health needs.

Students have access to personalised Thrive intervention, reflecting on strategies to succeed and manage their emotions.

Work Placement Visits and Employer Encounters

Careers Activity	CDI Learning Outcome	Impact
Employer Engagement Visits 2, 4, 5, 6	<i>Explore Possibilities</i> – 2.2, 2.2, 2.3, 2.4, 2.5, 2.6 <i>Manage Career</i> – 3.3, 3.4 <i>See the Bigger Picture</i> – 6.1, 6.2, 6.3, 6.4, 6.5, 6.6	Students undertake work placement visits in the local area, exploring job opportunities and possible careers on their door step and begin to build relations with future employers.

Extended Learning Activities

Careers Activity	CDI Learning Outcome	Impact
Marland School Model (Behaviour Watch) 3, 4, 8	<i>Grow Throughout Life</i> – 1.1, 1.2, 1.3, 1.4, 1.5 <i>Manage Career</i> – 3.2, 3.3, 3.5, 3.6 <i>Create Opportunities</i> – 4.1, 4.2, 4.4, 4.5 <i>Balance Life and Work</i> – 5.1, 5.2, 5.4, 5.5, 5.6	A whole school approach that underpins pupils' expectations, learning skills in resilience, social skills, problem-solving, independence and respect.
Outdoor Learning Activities and Visits 2, 4, 5, 6, 8	<i>Grow Throughout Life</i> – 1.3, 1.5 <i>Manage Careers</i> – 3.6 <i>Create Opportunities</i> – 4.1, 4.2, 4.3, 4.4, 4.5, 4.6 <i>Balance Life and Work</i> – 5.1, 5.2, 5.6	All students have the opportunity to take part in planned outdoor learning activities designed to boost confidence, self-esteem and teamwork. There are a range of adventurous activities and educational visits with opportunities to meet different employers and understand career opportunities in the local area. <ul style="list-style-type: none"> • Forest School • Farm Project • Outdoor Learning Activities • Educational Visits

Personalised Career Activities

Careers Activity	CDI Learning Outcome	Impact
Post 16 Visits 7	<i>Grow Throughout Life - 1.2</i> <i>Explore Possibilities – 2.2, 2.3, 2.4, 2.5, 2.6</i> <i>Manage Career – 3.2</i>	Students are given the opportunity to visit take part in contact session with Post 16 providers to discuss the different pathways (A-Levels, Vocational, Technical and Apprenticeships) available at Post 16.

Employer Encounters

Krempf Engineering	Southampton Football Club
National Trust	Calvert Trust
Police	Asda
The Army	Tesco
The Football Association	Tors Park Dental Surgery
Brend Hotels	RNLI
Studio 20 - Gym	SS Fresh spring