

## KS4 Learning Aims

1.Theme	Grow Throughout Life
<b>Learning Outcome</b>	<b>Learning Objectives</b>
Pupils need to understand that they need to grow throughout life by learning and reflecting on themselves, their background, and their strengths	Responding positively to help, support and feedback
	Positively engaging in learning and acting to achieve good outcomes
	Recognising the value of challenging themselves and trying new things
	Reflecting on and recording achievements, experiences and learning
	Considering what learning pathway, they should pursue next
	Reflecting on their heritage, identity and values

2.Theme	Explore Possibilities
<b>Learning Outcome</b>	<b>Learning Objectives</b>
Pupils need to explore the full range of possibilities open to them and learn about recruitment processes and the culture of different workplaces.	Considering what jobs and roles are interesting
	Researching the labour market and the education system
	Recognising the main learning pathways and considering which one they want to follow and how they will access and succeed in it
	Researching the learning and qualification requirements for jobs and careers that they are interested in
	Researching the range of workplaces and what it is like to work there
	Researching how recruitment and selection processes work and what they need to do to succeed in them

3.Theme	Manage Career
<b>Learning Outcome</b>	<b>Learning Objectives</b>
	Recognising the different ways in which people talk about career and reflecting on its meaning to them

Pupils need to manage their career actively, make the most of opportunities and learn from setbacks.	Building their confidence and optimism about their future
	Making plans and developing a pathway into their future
	Considering the risks and rewards associated with different pathways and careers
	Taking steps to achieve in their gcse's and make a decision about their post-16 pathway
	Thinking about how they deal with and learn from challenges and setbacks

4.Theme	Create Opportunities
<b>Learning Outcome</b>	<b>Learning Objectives</b>
Pupils need to create opportunities by being proactive and building positive relationships with others.	Developing friendships and relationships and reflecting on their relationship to their career
	Starting to take responsibility for making things happen in their career
	Being able to reflect on and change their career ideas and the strategies that they are pursuing to achieve them
	Being willing to speak up for themselves and others
	Being able to discuss roles models and reflect on leadership
	Researching entrepreneurialism and self-employment

5.Theme	Balance Life and Work
<b>Learning Outcome</b>	<b>Learning Objectives</b>
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	Reflecting on the different ways in which people balance their work and life
	Reflecting on their physical and mental wellbeing and considering how they can improve these
	Recognising the role that money and finances will play, in the decisions that they make and, in their life and career
	Recognising the role that they play in their family and community and considering how that might shape their career
	Considering how they want to move through different life stages and manage different life roles
	Developing knowledge of rights and responsibilities in the workplace and in society
	Prejudice, stereotyping and discrimination in learning and workplaces

	Identifying what they can do, individually and with others, to challenge
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6.Theme	See the Big Picture
<b>Learning Outcome</b>	<b>Learning Objectives</b>
Pupils need to see the big picture by paying attention to how the economy, politics and society connect with their own life and career	Evaluating different media, information sources and viewpoints
	Exploring local and national labour market trends
	Exploring trends in technology and science
	Exploring the relationship between career and the environment
	Exploring the relationship between career, community and society
	Exploring the relationship between career, politics and the economy

## KS4 Careers Programme

### Careers in the Curriculum

Careers Activity (Gatsby Benchmark)	CDI Learning Outcome	Evidence / Activities
<p>PSHE Curriculum</p> <p>1, 2, 3, 4, 8</p>	<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, 5.7, 5.8</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 is taught through the PSHE curriculum. Students learn about and work toward accreditation in NCFE Level 1 and Level 2 (RSHE)</p> <ul style="list-style-type: none"> <li>• Understanding how I manage influences in my Relationships</li> <li>• Understanding how respect impacts on Relationships</li> <li>• Understand the Choices I make</li> <li>• Understand the range of changes which are preparing me for Adulthood</li> <li>• Understand how to identify influences and differences and use these positively in my relationships</li> <li>• Understand how respect and equality, or the lack of these, affects relationships</li> </ul>
<p>PSHE Careers Specific Focus</p>	<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, 5.7, 5.8</i>  <i>See the Big Picture - 6.1, 6.2, 6.3, 6.4, 6.5, 6.6</i></p>	<p>Stand-alone careers education unit, to specifically focus on helping students develop skills for employment, understand financial management, and make informed choice about future learning and work.</p>
<p>Careers Across the Curriculum</p> <p>1, 2, 3, 4, 8</p>	<p><i>Grow Throughout Life – 1.1, 1.2, 1.4, 1.5</i>  <i>Explore Possibilities – 2.3, 2.4</i>  <i>Manage Career – 3.2, 3.3, 3.4, 3.5, 3.6</i>  <i>Create Opportunities – 4.2, 4.3</i>  <i>Balance Life and Work – 5.5</i>  <i>See the Big Picture – 6.3</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	<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>	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.
National Apprenticeships Week Activities 1,2,3,4,5,6,7,8	<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>	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.
Marland Pathways Personalised Curriculum 1, 3, 4, 7, 8	<i>Grow Throughout Life - 1.1,1.2,1.3,1.4,1.5</i> <i>Explore Possibilities – 2.1, 2.4</i> <i>Manage Career – 3.2, 3.3, 3.5, 3.6</i>	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.
STEM Activities 1,2,3,4,5,6	<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>	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	Evidence / Activities
One to One Support 2, 3, 4, 8	<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 – 3.2, 3.3, 3.5</i> <i>Create Opportunities – 4.2, 4.3, 4.6</i> <i>Balance Life and Work – 5.1, 5.2, 5.3, 5.4, 5.5, 5.6, 5.7, 5.8</i> <i>See the Big Picture – 6.1, 6.2, 6.3, 6.4, 6.5, 6.6</i>	Students are offered support and guidance to explore potential careers and post 16 options by Tutors and Lead staff. Links are made from students' academic and Thrive pathway to link to appropriate Post 16 progression.

<p>Independent Careers Guidance <i>The Post 16 Learning Participation Team.</i></p> <p>2, 3, 4, 7, 8</p>	<p><i>Grow Throughout Life – 1.5</i> <i>Explore Possibilities – 2.1, 2.2, 2.3, 2.4, 2.5, 2.6</i> <i>Manage Career – 3.2, 3.3, 3.5</i></p>	<p>Students receive independent advice to support appropriate Post 16 progression. Students access independent advice in year 10 and year 11 and this forms part of the individual progression/transition plan for that student.</p>
<p>Personal Development</p> <p>3,8</p>	<p><i>Grow Throughout Life – 1.1, 1.2, 1.3, 1.4, 1.5</i> <i>Manage Career – 3.2, 3.3, 3.6</i> <i>Create Opportunities – 4.1, 4.2, 4.3, 4.4, 4.2</i></p>	<p>Students work on Personal development and preparation for adulthood through their PSHE lessons and as part of the school ethos.</p>
<p>Student Action Plans</p> <p>1,2,3,8</p>	<p><i>Grow Throughout Life – 1.1, 1.2, 1.3, 1.4, 1.5</i> <i>Explore Possibilities – 2.2, 2.3, 2.4</i> <i>Manage Career – 3.4, 3.5</i></p>	<p>Pupils are supported in choosing their next steps after school, effective transition visits and an academic progression plan are implemented to support student progression.</p>
<p>Annual EHCP Reviews</p> <p>3, 8</p>	<p><i>Grow Throughout Life – 1.1, 1.2, 1.3, 1.4, 1.5</i></p>	<p>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.</p>
<p>Thrive Approach to Learning and Thrive Intervention</p>	<p><i>Grow Throughout Life - 1.1, 1.2, 1.3, 1.4, 1.5</i> <i>Manage Career - 3.2, 3.6</i> <i>Create Opportunities – 4.1, 4.2, 4.3, 4.4, 4.5</i> <i>Balance Life and Work – 5.2, 5.3, 5.5, 5.8</i></p>	<p>Thrive practice is embedded throughout the school and is used widely to encourage to students to build their Social, emotional and mental health needs.</p> <p>Students have access to personalised Thrive intervention, reflecting on strategies to succeed and manage their emotions.</p>

## Work Placement Visits and Employer Encounters

Careers Activity	CDI Learning Outcome	Evidence / Activities
<p>Employer Engagement Visits</p> <p>2, 4, 5, 6</p>	<p><i>Explore Possibilities – 2.1, 2.5, 2.6</i> <i>Balance Life and Work – 5.6</i></p>	<p>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.</p>

Bespoke Work Experience	<p><i>Explore Possibilities – 2.1, 2.5, 2.6</i>  <i>Manage Career – 3.2, 3.3, 3.4</i>  <i>Create Opportunities – 4.2, 4.3</i>  <i>Balance Life and Work – 5.1, 5.6</i></p>	<p>Students are given the opportunity to participate in a work placement in a career / job of their choosing. Provides the students with a valuable insight into the world of work and what life after school may look like.</p> <p>Work experience is carefully managed at Marland School and is assessed on a needs basis.</p>
<p>Jobs / Careers Fayre</p> <p>2, 3, 4, 5, 7, 8</p>	<p><i>Explore Possibilities – 2.1, 2.2, 2.4, 2.5, 2.6</i>  <i>See the Big Picture – 6.2, 6.3, 6.4, 6.5, 6.6</i></p>	<p>Students have the opportunity to visit local jobs and careers fairs to link up with local businesses, discuss possible employment opportunities post school and develop an understanding of the careers available in the local area.</p>

## Extended Learning Activities

Careers Activity	CDI Learning Outcome	Evidence / Activities
<p>Marland School Model (Behaviour Watch)</p> <p>3, 4, 8</p>	<p><i>Grow Throughout Life – 1.1, 1.2, 1.3, 1.4, 1.5</i>  <i>Manage Career – 3.2, 3.3, 3.5, 3.6</i>  <i>Create Opportunities – 4.1, 4.2, 4.4, 4.5</i>  <i>Balance Life and Work – 5.1, 5.2, 5.4, 5.5, 5.6</i></p>	<p>A whole school approach that underpins pupils' expectations, learning skills in resilience, social skills, problem-solving, independence and respect.</p>
<p>John Muir Award</p> <p>2, 4, 5, 6, 8</p>	<p><i>Grow Throughout Life – 1.1, 1.2, 1.3, 1.4, 1.5</i>  <i>Create Opportunities – 4.1, 4.2, 4.4, 4.5</i></p>	<p>Students participate in the John Muir Award scheme. The scheme provides an opportunity for students to develop their personal and practical skills by working in partnership with local conservation and wildlife projects (National Trust, Northam Burrows Rangers and Local Beach owners).</p>
<p>Duke of Edinburgh (D of E)</p> <p>2, 4, 5, 6, 8</p>	<p><i>Grow Throughout Life – 1.1, 1.2, 1.3, 1.4, 1.5</i>  <i>Create Opportunities – 4.1, 4.2, 4.4, 4.5</i></p>	<p>Students participate in the D of E Bronze and Silver award preparing them with the skills for the world of work. Students develop their personal and interpersonal skills to be able to successfully navigate adult life.</p>

Outdoor Learning Activities and Visits

2, 4, 5, 6, 8

*Grow Throughout Life – 1.3, 1.5*

*Manage Careers – 3.6*

*Create Opportunities – 4.1, 4.2, 4.3, 4.4, 4.5, 4.6*

*Balance Life and Work – 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.

- Forest School
- Farm Project
- Outdoor Learning Activities
- Educational Visits

## Personalised Career Activities

Careers Activity	CDI Learning Outcome	Evidence / Activities
School Career Mentoring 2, 3, 4, 7, 8	<i>Explore Possibilities – 2.1, 2.2, 2.3</i> <i>Manage Career – 3.2, 3.3</i> <i>Create Opportunities – 4.2, 4.3, 4.4, 4.5, 4.6</i>	Students are offered individualised support to further develop their exploration of post 16 or career options post Marland. This follows on from impartial guidance students received. Staff will support students in the application and interview process for the next steps.
Impartial Career Guidance 1, 3, 7, 8	<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, 3.5</i> <i>See the Big Picture – 6.1, 6.2, 6.3, 6.4, 6.5, 6.6</i>	Students have access to an impartial careers advisor who will meet with the students in years 10 and 11 to review post 16 options, give advice on future jobs and careers and discuss how to options available to students on an individualised basis. This links in with the school mentoring system where staff further explore options for life after school.
Post 16 Visits 7	<i>Explore Possibilities – 2.3, 2.4</i> <i>Manage Career – 3.2, 3.3, 3.5</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.

Further Education Visits

*Explore Possibilities – 2.3, 2.4*  
*Manage Career – 3.2, 3.3, 3.5*

Students have the opportunity to visit local university settings, to discuss future progression routes and career options.

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Post 16 Transition Packages

*Grow Throughout Life – 1.3, 1.5*  
*Explore Possibilities – 2.3*  
*Manage Career – 3.2, 3.3, 3.4, 3.5, 3.6*

Once students have identified a post 16 destination, the school works closely with the identified provider to develop a transition package looking at settling in days, travel training and familiarisation of facilities and destination. Package is designed on an individualised basis working alongside students, parents, post 16 destination and school staff to best meet the needs of the student.

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## Employer Encounters

**Krempf Engineering**

**Southampton Football Club**

**Think Like a Rebel**

**National Trust**

**Calvert Trust**

**Refurnish Barnstaple**

**Police**

**Asda**

**Encompass**

**The Army**

**Tesco**

**Meath Quarry**

**The Football Association**

**Tors Park Dental Surgery**

**Northam Burrows Rangers**

**Brend Hotels**

**RNLI**

**Devon Contractors**

**Studio 20 - Gym**

**Lynton Railway**

**National Theatre**

**Madewell Farm**

**Tarka Leisure**

**TM Fitness**

**Ultimate Adventure Centre**

**Okehampton Adventure**

**SS Fresh Spring**

**Hyett Education**

**FabLab**