

## Holmer Green Secondary School Strategic Careers Plan 2024-25

<p><b>SLT HGSS</b> <b>Rachel Golding (SLT Careers Lead)</b></p> <p>HGSS wants students to flourish academically but also to develop a lifelong love of learning and be fully prepared for adult life. Our school motto of Work hard, be kind, have passion underpins our expectations; in particular with regard to our careers vision. Through our careers programme we help students to understand what their options are. In doing so we encourage them to develop real ambition for their future in order to achieve their own personal goals. We support them to develop transferable skills, growing their confidence as individuals and helping them to understand the value of being a member of a team. Teams need strong and passionate leaders, so we also look to develop leadership at all levels through our student leadership opportunities. Most recently we have included Careers Ambassadors into our roles for Sixth Form linking careers and leadership directly.</p>	<p><b>Careers Governor for HGSS</b> <b>Becky Roberts (Careers Governor, Executive Headteacher)</b></p> <p>As Governors we are committed to monitoring the provision for the students at HGSS to ensure that all of the Gatsby Benchmarks are met. I meet termly with the Careers Leader to discuss the provision and areas for further development and then report back to the other governors. There are a wide range of excellent opportunities for students, across the school, to support their understanding of their options for the future. This proactive approach has been very positively received by the students, parents and governors. Having a plan to support career activities for all members of the school is very important. HGSS students have a very wide range of skills and aspirations and supporting these and encouraging the students to develop their skills and explore many career opportunities will help them succeed in school and in the future. Membership of the Careers Hub which gives access to other schools and organisations is a further advantage.</p>	<p><b>Enterprise Adviser for HGSS</b> <b>James Justice (Wealth Manager)</b></p> <p>The HGSS has a comprehensive, balanced and far-reaching careers programme, recognised by its Gatsby ratings. Programmes are embedded into learning, and there is ongoing discussion between students, staff and external teams to ensure that programmes remain relevant and adapts itself to changing workplace scenarios. The programme touches every school year in some way, and also brings past pupils into the fold to pay it forward. There is also a great pool of volunteers who regularly step up to support sessions which I have been helping Jo to build. Jo is also now attending a business networking group to expand the network even further, her passion and commitment is evident in all she does. Pupils are given great opportunities to find out about the world of work and further study in all its different aspects. As the school's careers lead Jo plays a key role in making this happen and I really enjoy supporting her in making this happen for the students.</p>
<p><b>HGSS Partner</b> <b>Bridget O'Kelly, Chief People Officer, Buckinghamshire Healthcare Trust</b></p> <p>It is impressive to see Holmer Green Senior School's commitment to careers education and how this is used to motivate students and raise their aspirations. As Buckinghamshire's biggest employer, it is very positive to see so much talent and potential within the next generation. I hope we continue to develop this relationship, listening and learning from you and the students to make a difference to them now and in the future.</p>	<p><b>Year 9 HGSS student (Futures Morning Winner)</b> <b>Theo Ward</b></p> <p>Futures Morning was very beneficial, we learnt that there are many more good options alongside the choice of going to university. We were able to listen to speakers who told us about different routes, their experiences and choices. Some of those who spoke used to attend HGSS. The speaker that inspired me most was the man who went from college in High Wycombe to running his own production company in the film industry. The morning helped me to see that if I work hard in life, take care on my choices and learn from others I can have a career that is both interesting and fun.</p>	<p><b>Year 12 HGSS Students &amp; Careers Ambassadors</b> <b>Mia Barnes &amp; Charlie Thompson</b></p> <p>In the sixth form we have been lucky to be exposed to many opportunities that support our career and next step choices through careers and our enrichment programme. Examples include work experience week, also Futures Day, which is really insightful, we connect with industry for mock interviews, learn about all of our choices and options, then meet experts and employers in many fields. Along with guest speakers that come into our assemblies who really bring to life the many careers open to us, but also it is great when we experience different types of talks like how to network! Our Careers Lead has really opened our eyes, for example students who are seeking degree apprenticeships have really benefitted since Mrs Selleck joined as they have had support through the application process and our overall awareness of apprenticeships has vastly increased. As Careers Ambassadors, Charlie and I have really enjoyed being part of the careers team, almost like our first job! We support events, contribute to the careers plan and inspire other year group students through our experiences.</p>

**HGSS Careers Plan:**

GatsbyBenchmark	Definition	Year 7	Year 8	Year 9	Year 10	Year 11	6 <sup>th</sup> Form
1 A Stable Careers Plan 100%	Every school and college should have an embedded programme of career education and Guidance that is known and understood by pupils, teachers, governors and employers.	Day to Work Assemblies	Day to Work Assemblies	Futures Morning Options Support Day to Work	Mock Industry interviews Bucks Skills Show Assemblies Day to Work	One to One Careers Meetings Careers Rotation Lessons Assemblies Dragons Den Day to Work	Futures Day UCAS visit and support Assemblies Work Experience One to One Meetings
		SEN Support/ Careers lessons vis PSHCE / form time / NCW & NAW Assemblies & PAL Assemblies / Trips					
		Annual staff, student and employer surveys to evaluate & publish CP on website					
2 Learning from Career and Labour Market Information 100% By 14 years they should have access to this.	Every pupil, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.	Students review job profiles in Unifrog					
		Careers notice board & LMI posters					
		LMI data signposted on website					
		Careers advisor available to support students in-house					
		Monthly Careers newsletter for families from Bucks Skills Hub					
		Speakers in for Assemblies from local businesses					

3 Addressing the Needs of each Pupil 100%	Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school's careers program should embed equality and diversity considerations throughout.	Careers advisor available to support students in-house							
		Ad-hoc opportunities flagged to students for whom it's relevant – via email and parent comms							
		Students complete profile in Unifrog careers software to identify skills / qualities / interests & potential career options. Careers Advisor also adds 'Tags' for specific career areas e.g. Law; Accountancy (tbc)							
		Student careers & employability skills encounters recorded on Excel SS							
						Action 'What Next' forms to identify Year 11s that require careers guidance.			
						Destination survey sent to students for 3 years after leaving			
4 Linking Curriculum Learning To Careers 100%	All/the overwhelming majority of students by the time they leave school, have meaningfully experienced career learning as part of most curriculum areas	All subject areas have an element of careers planned within the teaching time - work on how to capture evidence of this to be done							
								BCC intended destination form	Year 12 LinkedIn workshop – Futures Day to encourage alumni connections
								BCC destination data	
								Careers Advisor support on results day	KS5 mentor support on results day
		Competitions, talks and trips run jointly between departments and Careers							

<p>5</p> <p>Encounters With Employers and Employees 100%</p> <p>(one meaningful encounter each year)</p>	<p>Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.</p>	Assemblies	Assemblies	Tailored trips – Food Tech and Hospitality	<p>Speed networking – on Futures Day Y12</p> <p>Bucks Skills Show Y10</p>	Year 11 Careers Rotation Speakers	<p>Year 12 Futures Day</p> <p>Y13 Assemblies</p> <p>Enrichment Programme</p>
<p>All subject areas have an element of careers planned</p>							
<p>6</p> <p>Experiences Of Workplaces 75%</p> <p>(By 16 years one encounter by 18 years one additional)</p>	<p>Every pupil should have first-hand experience of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.</p>						
		Year 7 Day to work	Year 8 Day to Work	Year 9 Day to Work	Year 10 Bucks Skills Show Oracy	Year 11 Careers Rotations Speakers	Year 12 Work Experience

<p>7. Encounters With Further and Higher Education 100%</p> <p>(By 16 years encountered full range and by 18 years ideally visited 2 universities or met with them at school)</p>	<p>All pupils should understand the full range of learning opportunities that are available to them.</p> <p>This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.</p>	PAL Assemblies					
		Assemblies	Assemblies	Y9 Futures Morning Assemblies	Bucks Skills Show	Assemblies Careers Rotation Speakers	Year 12 Futures Day
					Assemblies		Enrichment Programme
							Monitor student Uni visits and record on Unifrog
							Alumni Encounters
					Year 12 UCAS trip		

<p>8  <b>Personal Guidance</b>  <b>100%</b>          (By 16 years had one guidance interview. By 18 years option for a further guidance interview).</p>	<p>Every pupil should have opportunities for guidance interviews with a career adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but should be timed to meet their individual needs.</p>	<p>Careers advisor available to support students in-house  <a href="#">(Priority given to year 11 &amp; 13)</a></p>					
		<p>Pastoral support</p>					
				<p>Futures Morning</p>		<p>Year 11 one : one appointments</p>	
				<p>Options evening</p>		<p>Interviews for Sixth Form Applicants with SLT</p>	<p>Mentor offering support with UCAS process</p>
		<p>Taster lessons</p>		<p>College Application Sessions</p>			

## Timetable of Careers Events:

Activity
JS to attend local business networking group to build network of industry volunteers
Careers Intro Assemblies - all Year Groups across one week
Careers Ambassador Intro meeting
Contact Parents request volunteers & intro the careers plan on the website and LI page
JS attend Y11 SEND Annual Reviews
Year 11 and Year 13 One to One Careers Guidance Sessions
Year 11 Career Rotation Sessions - guest speakers - JS to coordinate with relevant teachers
PAL and GBM Assemblies to meet PAL Legislation/Gatsby Benchmarks
Year 7/Year 8 /Year 9/Year 10 and Year 11 Day to Work (all on same inset day)
JS to review Y11 SEND/Bridge and PP students progress on next step applications
Food Tech trip to the Ritz Y12 or Y10
Food Tech trip to Claridges Y12 or Y10 (opposite year to above trip)
Food Tech Trip to BNU as requested by department Y12
FT Robot Competition - Industry Mentor to support
National Apprenticeship Week Assemblies
Year 10 Bucks Skills Show
National Careers Week Assemblies
Year 9 Futures Morning - Assembly plus P1 and 2 off timetable
Year 11 College Application Session
Y11 What Next Survey to be completed Form Time for county
Y11 NEETs Data and Next Step Data to be submitted to county by JS
Y10 Oracy Mock Interviews
Year 12 UCAS trip - RG
Y12 WEX Week - RG
Year 12 Futures Day
Year 12 Finance Session and PM for parents - RG

In addition to the above there will be joint work between careers and other departments hopefully to link careers in the curriculum for textiles, maths, english and science in lessons with guest speakers or competitions. Also JS giving added focus to SEND/PP/Bridge students through the year with sessions for students and parents as needed in conjunction with SEND team, the Bridge and the pastoral team.

**Larger Event Content:**

Year 9 Futures Morning	Year 10 / Bucks Skills Show	Year 12 Futures Day
Workshops – on USPs, first impressions, BNU card game	Mock Interviews	UCAS, CV, Mock Interviews
Speakers from Industry/Alumni/ A'ships/Uni/College	Feedback following interview	Speed networking, LinkedIn
Work Book to complete	Coordinate full Year 10 to BSS	Apprenticeship/Uni Talks
		GAP year
		Alumni Session

**Provider Access Legislation Activity Plan:**

In addition to requests from further education providers, the following activities are scheduled to meet PAL Legislation requirements - all pupils should have 2 encounters with providers of technical education or apprenticeships Year 8 or 9, two encounters Year 10 or 11, two encounters Year 12 or 13 (mandatory for school to put on but optional for students to attend):

Year 8 -9 PAL	Year 10 - 11 PAL	Sixth form PAL
UTC talk	College x 4 talk	Year 12 Futures Day
BCG Talk	Bucks Skills Show	Alumni & Assemblies
Apprenticeship talks - NAW	Apprenticeship talks - NAW	Apprenticeship talks - NAW
BNU Talk / NHS Talk	BNU Talk / NHS Talk	UCAS Trip

**Parental Engagement Activity:**

Year 7	Feedback Surveys	NC Week and NA Week Information	Emails on opportunities and events	Unifrog access (tbc) HGSS website resources	Classroom to Careers newsletters	Year 7 Day to Work			
Year 8						Year 8 Day to Work			
Year 9						Year 9 Day to Work and Options Evening			
Year 10									
Year 11						Year 11 one to one Careers Action Plan	Year 11 into sixth form evening	Parents evening – book appointment	
Year 12						Work Experience	Year 12 Finance Talk	Access to Careers Advisor in-house	Y12 & 13 KS5 Pastoral Mentor
Year 13	Parents evenings								