

Careers and Work-Related Learning

At Bacon's College we offer our young people outstanding and rewarding opportunities to challenge them to prepare for the world of work, whether it be applying to a Russell Group university, higher and degree apprenticeship or entering employment. Our students participate in various projects designed to enrich their education and develop their "employability skills" enabling them to realise their full potential.

Gatsby Benchmarks

Bacon's College aspires to provide careers and work-related learning activities for students and embed the Government 2017 Careers Strategy by utilising the Gatsby Benchmarks into the College careers programme.

The benchmarks are:

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

The Careers & Work-Related Learning Journey from Year 7 to Year 11

Year 7

Termly Careers assemblies
Introduction to Unifrog
PSHE/Careers drop-down days
Employer Assemblies/workshops
Careers Fair
University links/visits
'Careers in the classroom'

Year 8

Modular Careers assemblies
Introduction to Unifrog
PSHE/Careers drop-down days
Employer Assemblies/workshops
Careers Fair
University links/visits
Introduction to Unifrog
Local Business links
'Careers in the classroom'

Year 9

Careers Fair
Termly Careers assemblies
Employer Assemblies/workshops
Options Evening advice
PSHE/Careers drop-down days
Teens and Tots programme
Introduction to Unifrog
Business and Enterprise workshop
'Careers in the classroom'

Year 10

University visits/links
Employer 'Insight Days'
'Careers in the classroom'
Urban Plan workshop
Girls 'Beleve' programme
Introduction to Unifrog
PSHE/Careers drop-down days
Careers Fair
Online webinars
Work Experience

Year 11

Careers Fair
Independent careers advice
Targeted Parent/Student event
Sixth Form College visits
Online webinars and support for
Apprenticeships

The Careers & Work-Related Learning Journey from Year 12 to Year 13

Year 12

Careers Fair
Work Experience
Independent careers advice
MACE
Urban Plan
Construction Youth workshops
UCAS Day
Apprenticeship application workshop
University visits
Online careers webinars
Local Business links/'Careers in the classroom'

Year 13

Careers Fair
Independent careers advice
MACE
Construction Youth workshops
Mock interviews
UCAS and Personal statement support
University visits
Local Business links/'Careers in the classroom'

Careers Enterprise Hub Advisor – Charles Humphreys

As part of a Mayor of London Initiative, Charles Humphreys, will be working with us to ensure Bacon's College careers education meets the Gatsby Benchmarks and help us address any gaps in our careers provision.

1. A Stable Careers Programme

The Bacon's College careers programme is every evolving.

We explore the world of work, self-awareness and development, employability skills and 'what jobs are out there' for all our cohorts from years 7 to 13.

Our Careers Programme involves – trips, employer contacts, work experience opportunities, assemblies, careers related 'drop-down' days, university links, tailored and targeted university programmes, careers fairs and many, many more opportunities for young people and their parents to access.

2. Learning from career and labour market information

Every student, and their parents, have access to good quality information about future study options and labour market opportunities. Students have the support of our internal Careers Adviser – Ms Watson, Careers Manager – Ms Tasmin and Careers Leader, Mrs Anum to make best use of available information.

They also have access to:

- Student and parent meetings
- Library of resources
- Career and HE Fairs – inside and outside of Bacon's College
- Specific assemblies targeting on study options and labour markets

3. Addressing the needs of each pupil

Our students have varying careers guidance needs at different stages of their educational journey. Opportunities for 1-2-1 advice, guidance and support are available and tailored to meet the needs of each student.

Accessible via Senior Leaders and Specialists:

- Ms Foley, Ms Ahazie, Mr R Wilson – Heads and Deputy Heads of Bacon's College Sixth Form
- SENDCO - SEN
- Subject leaders
- Ms Watson –Careers Advisor
- Ms Tasmin - Careers Manager

4. Linking curriculum learning to careers

At Bacon's College we link curriculum learning with careers. STEM subject teachers highlight the relevance of STEM subjects for a wide range of future career paths.

We work with companies and educational institutions such as:

- BP
- Universities such as King's College London, UCL and LSE
- NHS
- Construction Youth
- Stem Net
- Microsoft, CISCO – Girls in IT
- JD Sport
- Bank of England
- Lloyds Banking group
- Barclays Lifeskills
- British Land

Other companies/organisations we work with...

- Creative Mentor Network
- The Brokerage
- JP Morgan/Goldman Sachs/PwC
- Career Ready
- University Summer Schools
- Pathways to Property – CBRE, British Land, JLL, Knight Frank
- Fashion Retail Academy

- The Apprenticeship Service
- HFW
- Allen and Overy London
- Peter Jones Foundation
- IBM
- Dell

5. Encounters with employers and employees

Out students 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 speakers, mentoring and enterprise schemes.

Speakers invited to assemblies addressing students on various sectors, opportunities and how to develop specific skills.

- Mediation
- E-Mentoring
- Career talks
- Employer led curriculum activities
- Jack Petchey Foundation
- Industry Insight Days

6. Experiences of workplaces

Our students have firsthand experiences of the workplace through work visits, work shadowing, work experience and internships to help their exploration of career opportunities and expand their networks. All Year 12 have work experience in the summer term of Year 12.

Year 12/13 work placements/internships

- JP Morgan
- HFW firm
- CBRE Properties
- Knight Frank
- JLL
- Google
- British Museum
- The Guardian
- Citibank
- O2
- NHS hospitals/doctors' surgeries
- Pharmacies
- Daiwa Investment Bank
- BP
- BT and BT Openreach
- Millwall Football Club
- Sky, BBC and ITV

7. Encounters with further and higher education

Our students understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.

- 1-2-1 appointments with our Careers Adviser (year 11 and year 13)
- Careers Manager and Sixth Form team – bridges the gap between education and the world of work
- Career, HE and Apprenticeship Fairs
- Library resources
- Assemblies focusing on different types of degree apprenticeships, vocational pathways and universities
- Speakers from companies and organisations representing different sectors promoting their apprenticeships, degrees and vocational options

8. Personal guidance

Every student has the opportunity for guidance/career interviews with our independent Careers Advisor who has been working with Bacon's College for five years. Career interviews are available whenever significant study or career choices are being made, such as Year 9 Options, Post-16 transition, UCA applications, applying for apprenticeships, GCSE and A-Level Results Day. Career interviews are for all students and are timed to meet their individual needs.

- 1-2-1 interviews with our Careers Advisor who also attends parent consultation evenings, parent assemblies and GCSE/A-Level Results Days
- 1-2-1 sessions with our Careers Adviser focusing on CVs, cover letters, university options, work experience/internships, applications for employment, higher/advanced or degree apprenticeships and mock interviews.

Impact of careers and work-related learning activities

- All students at Bacon's College are aware that, as a school, we are working to meet their **individual needs**. We identify new students to the school and organise a careers interview with our independent Careers Advisor to inform students about various pathways suited to their specific needs.
- **Work experience/internships** – link to aspirations. There is clear correlation between work experience with employers and pathways. Knowledge and understanding are heightened; evidence in UCAS applications, specifically personal statements, degree apprenticeship and vocational applications.
- **Destinations** – young people at key transition points have their post-16 and post-18 intended and actual destinations recorded and forwarded to the local education authority. The young people maintain strong links with the school Careers and Work-Related Learning Hub, aware that 'the door is open' for drop-in sessions as well as scheduled guidance sessions on offer, ensuring that educational pathways and interests are clearly covered.
- **Feedback forms** – students can openly and anonymously comment and offer suggestions regarding the careers and work-related provision available, regular feedback questionnaires are available for completion, and students are randomly identified termly to provide comment.

- Meeting the needs of **local employers** – local companies are offered the opportunity to promote their apprenticeships at our Careers Fair.
- **Work with parents** – parents are offered the opportunity to attend Careers Guidance sessions; they can contact our independent Careers Advisor via email or telephone if extra support or advice is needed.
- **Identify needs of students** – the Careers and Work-Related Learning team meet the needs of young people via direct request for support as well as via tutor, subject teacher or senior leader referrals.