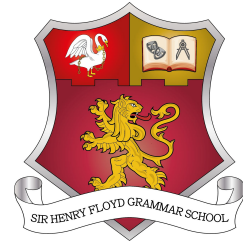


# **SIR HENRY FLOYD GRAMMAR SCHOOL**

## **SCHOOL CAREERS STRATEGY AND ACTION PLAN**

**September 2020 - August 2021**



## **Purpose and Aims**

All students will achieve their potential and the programme will support students on to the next stage of their life, and equip them to manage their future progression through learning and work.

Sir Henry Floyd Grammar School has a statutory duty to adhere to the Careers Strategy and the Statutory Guidance published in January 2018 and is working towards achieving the eight Gatsby Benchmarks.

We aim to provide a stable careers programme where students are provided with the opportunity to prepare for the world of work through access to career pathways. Students will experience a range of encounters tailored to their individual needs and circumstances which will include encounters of workplaces and employers, an insight into further and higher education establishments and opportunities for personal guidance. These experiences will allow our students to make informed choices about which qualifications and career paths will enable them to fulfil their ambition.

This strategy sets out SHFGS' key approaches internally and externally to enhance and improve the current careers guidance, activities, and opportunities already available to our students. The aim is that our students are fully prepared for and informed on the next steps available to them in order to achieve their full potential. The school will collaborate with a range of external agencies to ensure we meet the requirements of the Gatsby Benchmarks. These partnerships will include working alongside The Careers and Enterprise Company (CEC), The Buckinghamshire Local Enterprise Partnership (BLEP), Further Education (FE) and Higher Education (HE) providers, Apprenticeships and local employers.

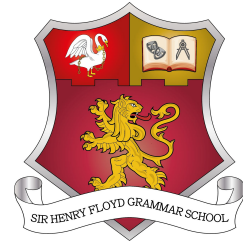
This document sets out our whole school approach to delivering careers guidance to all students across all year groups in line with the Department for Education and Gatsby Benchmarks.

### **The Eight Gatsby Benchmarks of Good Career Guidance 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) Experience of workplaces
- 7) Encounters with further higher education
- 8) Personal guidance

### **Strategic Careers Leader**

As set out within the Department for Education's Careers Strategy SHFGS is required to have a designated member of staff named as our school's strategic careers lead. They will have the responsibility to make sure that we work towards meeting the eight Gatsby Benchmarks. The careers leader will also be supported by one of the Senior Leadership Team and a school governor.



Careers Leader: Miss. Emma-Louise Bahra  
 SLT link: Mr. James Burge  
 Governor: Ms. P. Heath  
 Careers Support: Ms. Patricia Griffin

Through the Buckinghamshire Enterprise Adviser Network SHFGS have been assigned Ms. L Mohammed as our Enterprise Coordinator, and Ms. C. Jones and Mr. D. Legge as our own designated enterprise advisers.

### Current Evaluation

Benchmark	February 2020	June 2020 (Covid-19)	SDP 2019-2020 targets (pre Covid-19)
1	76%	70%	100%
2	60%	80%	70%
3	81%	72%	90%
4	56%	56%	80%
5	75%	75%	100%
6	62%	25%	80%
7	95%	79%	100%
8	100%	62%	100%

### Current Position at SHFGS

Students are currently receiving the following careers related support or participating within the activities listed below during their time at SHFGS.

Key Stage	Year Group	Activities/Events	Gatsby Benchmark(s)
KS3	7	PSHE: lifelong learning, the digital age, soft skills (FLP), money management.	4
	8	PSHE: soft skills (FLP & oracy), finance and budgeting	4
	9	PSHE: Informed choices (GCSE options), career presentations (oracy)	4
		Options Evening and Parent's Evening	3, 4 (+8)
		Careers interviews with EPB 1:1 when required	3, 4 (+8)

		Targeted interviews with PP and SEN with RAO/SEN/HoY	3, 4 (+8)
		Bucks Skills Show (October)	3, 4, 5, 7 (+8)
		Morrisby Aptitude Testing	3, 4
KS4	10	Careers interviews with EPB 1:1 when required	3, 4 (+8)
		Enrichment week university visits (University of Oxford plus one other)	7
		Enrichment week 1:1 interviews with parents present (including subject questionnaire and research tasks)	3, 4, 8
		Morrisby Aptitude and Aspirations Testing	3, 4
	11	Careers interviews with EPB 1:1 when required	3, 4 (+8)
		Next steps interviews with SLT 1:1 (Autumn)	3, 4 (+8)
		Sixth Form Open Evening	4
Results day advice		(8)	
KS5	12	Enrichment university visit (University of Birmingham)	7
		UCAS workshops and support	(8)
		Work Experience Placement (Summer 2)	4, 5, 6
		Morrisby refresher and profile update	3, 4
		Young Enterprise	3, 4, 6
	12 & 13	Guest speakers through assembly & Life! Sessions, including alumni	2, 4, 5, 7
		Tutor support 1:1 sessions	(8)
		Oxbridge preparation group	(8)
		Life! Sessions on soft skills, personal statements, applications etc.	(8)
	13	Results day advice and clearing. We also give advice and support to "Year 14" students who have needed to change direction or resubmit applications.	(8)

		Mock Interviews arranged on a 1:1 basis	3, 4 (+8)
Whole School		National Careers Week tutor time activities	2, 4
		SHFGS Careers Fair (September)	3, 4, 5, 7 (+8)
		Careers Google Classroom	2, 4
		Careers Bulletin (issue released each half term to all students, staff, parents)	2, 4

### Employers, parents and alumni:

We are keen for employers, parents and alumni to work with our students through assemblies, careers fairs or in group settings and 1-to-1s, as we feel our students benefit from these experiences and expertise. We currently hold a careers fair biennially, welcome guest speakers into all year group assemblies, and require volunteers to support our GCSE and A Level students through interviews and further education preparation.

If you would like to volunteer for an event please contact Miss Emma-Louise Bahra, Head of Careers: [ebahra@shfgs.co.uk](mailto:ebahra@shfgs.co.uk) or 01296 424781.

### Key Strategic Objectives for 2020-2021

- 1) Implementation of Unifrog across whole school and staff with year plans to be built into calendar
- 2) Raise awareness of apprenticeships from year 10 through ASK, Adviza and Unifrog
- 3) Improving careers awareness and aspirations at KS3 through themed weeks and PSHE
- 4) Website overhaul to include relevant links, LMI widget and more user friendly design

### 2020 Programme - A Stable Careers Programme

Key Stage	Year Group	Activities/Events	Gatsby Benchmark(s)
KS3	7	PSHE: lifelong learning, the digital age, soft skills (FLP), money management.	4
	8	PSHE: soft skills (FLP & oracy), finance and budgeting	4
	9	PSHE: Informed choices (GCSE options), career presentations (oracy)	4

		Options Evening and Parent's Evening	3, 4 (+8)
		Careers interviews with EPB 1:1 when required	3, 4 (+8)
		Targeted interviews with PP and SEN with RAO/SEN/HoY	3, 4 (+8)
		Bucks Skills Show Online (November)	3, 4, 5, 7 (+8)
		Morrisby Aptitude Testing	3, 4
		Google Form careers survey	3
	KS3	Unifrog tutor time activities	2, 3
KS4	10	Careers interviews with EPB 1:1 when required	3, 4 (+8)
		Enrichment week university visits (University of Oxford plus one other)	7
		Enrichment week 1:1 interviews with parents present (including subject questionnaire and research tasks)	3, 4, 8
		Morrisby Aptitude and Aspirations Testing	3, 4
	11	Careers interviews with EPB 1:1 when required	3, 4 (+8)
		Next steps interviews with SLT 1:1 (Autumn)	3, 4 (+8)
		Sixth Form Open Evening	4
		Results day advice	(8)
	KS4	Unifrog tutor time activities	2, 3
		Adviza apprenticeship virtual session	3, 7
KS5	12	Enrichment university visit (University of Birmingham)	7
		UCAS workshops and support	(8)
		Work Experience Placement (Summer 2)	4, 5, 6
		Morrisby refresher and profile update	3, 4
		Young Enterprise	3, 4, 6
	13	Results day advice and clearing. We also give advice and support to "Year 14" students who have needed to change direction or resubmit applications.	(8)
		Mock Interviews arranged on a 1:1 basis	3, 4 (+8)
		Guest speakers through assembly & Life! Sessions,	2, 4, 5, 7

	KS5	including alumni	
		Tutor support 1:1 sessions	(8)
		Oxbridge preparation group	(8)
		Life! Sessions on soft skills, personal statements, applications etc.	(8)
		Oxford Brookes personal finance session	5, 7
		Unifrog tutor time activities	2, 3
Whole School		National Careers Week tutor time activities	2, 4
		SHFGS Careers Fair (September)	3, 4, 5, 7 (+8)
		Careers Google Classroom	2, 4
		Careers Bulletin (issue released each half term to all students, staff, parents)	2, 4
		National Apprenticeship Week tutor time activities	4