



Careers Programme

2020-21

Emmanuel Middle School Careers Strategic Team:

Elaine Robertson: Careers Lead

Alister Baker: Deputy Head

Robert Firth: Enterprise Coordinator (Dorset Council)

Kelli Crockard: Enterprise Adviser (volunteer)

Helen Poole: Careers-link Governor



At Emmanuel we are inspired to go beyond our own limits.

Our Vision at Emmanuel Middle is based on the Biblical text behind our core value of Excellence: Colossians (chapter 3 verse 22 The Message), says

"... don't just do the minimum that will get you by. Do your best."

Our vision is for pupils to strive for their best academically, morally and spiritually; in fact, we inspire staff and pupils to look beyond themselves because so often our notion of what is "our best" is limited by social, cultural and personal factors.

At Emmanuel Middle School, our curriculum and school ethos are both rooted in our core values of Excellence, Endeavour and Enjoyment – our 3 Es. They include not only preparing pupils for their next steps, but also encouraging them to look further forward to what they might want to achieve in their future education and subsequent careers.

Emmanuel Middle School Careers Programme

The Emmanuel Middle School careers programme has been developed to:

- Encourage all students to become more aspirational
- Enable our students to start thinking about their future careers
- Make students aware of and start to develop the skills that they will need in the future
- Prepare students for careers activities and learning beyond Year 8
- Be fully aligned to the wider curriculum and strategic priorities of the school
- Meet all relevant statutory duties and inspection framework requirements



Allenbourn Middle School Colehill First School Emmanuel Middle School Hayeswood First School Hillside First School Lockyer's Middle School Merley First School Queen Elizabeth's School St John's First School St Michael's Middle School Verwood First School Witchampton First School



School Action Plan

Careers provision for Emmanuel Middle School's pupils is clearly linked to the school action plan (2020/21):

Curriculum:

- a) Clear progression from y5-y8
- b) Consistency of learning objectives from long term planning to delivery
- c) Vocabulary development
- d) Diversity- cultural capital and competence

All planning is available for all staff on Google Drive. SEND provision and support is included on each lesson plan. Careers' opportunities are prioritised for our SEND and vulnerable pupils.

Teaching and Learning

- a) Rosenshine principles
- b) Feedback not marking

Use of cognitive science to improve assessment through retrieval and recall

Staff teaching Wellbeing and Careers lessons have all received Emmanuel CPD and will use this style of teaching and learning. All teaching resources and planning support this.

Character Education through Curriculum and other opportunities

The careers programme includes developing essential life and employability skills through the Skills Builder programme. Rewards linked to Candle Credits and the school House system are built into the three challenge days. Throughout the programme, there are also opportunities for each individual pupil to reflect on their personal goals and aspirations for the future.

Careers Timetable and Curriculum

The careers programme is embedded into the Wellbeing curriculum and is led by Mrs Robertson who is also the Careers Lead in the school. In Key Stage 2, Wellbeing is taught weekly in tutor time by class tutors and in Key Stage 3, it is a weekly timetabled lesson



taught by the Wellbeing teacher. A programme of employer encounters for every year group will be planned for the summer term. As well as explicit lessons, all staff support the delivery of our careers programme and regularly refer to a range of education routes, potential career and key employability skills. We will be taking opportunities throughout our daily school life in sharing job descriptions and career paths of our visitors, as well as our staff and parents.

Skills Builder Programme



At Emmanuel Middle, we already recognise the importance of the above character-building skills in our curriculum through our core values of Excellence, Endeavour and Enjoyment. Skills Builder is a national programme that gives us access to a wide range of resources, as well as expert advice and staff training to help us to establish the "Skills Builder approach" as a key part of our careers programme for all year groups. This will allow our students to:

- **Understand their existing skills:** Reflecting on where their essential skills currently are, and being able to identify any gaps they might have
- **See what progress looks like:** Being able to see what the next steps are to improve their essential skills further

In addition to the core programme, we will also deliver three whole-school challenge days in 2020-21 so our students can put all 8 skills into action.

Meaningful Employer Encounters

Emmanuel Middle will organise a wide range of employer encounters to inspire and inform our students. We allow a range of education and training providers to access all pupils in this range and inform them about their possible progression routes, including technical education qualifications and apprenticeships. These encounters will include employer talks, interviews or careers fairs that will inform and inspire our students. Engagement activities will also enrich delivery of the wider curriculum.



We would welcome the support of local employers (including parents / carers) and education providers so if you are willing to support our careers programme, please contact Mrs Robertson.

Emmanuel Careers Programme 2020/21

Year Group	Autumn Term	Spring Term	Summer Term
Whole School	Skills Builder Challenge Day 1 Developing enterprise life skills that can be used in both learning and the world of work.	Skills Builder Challenge Day 2 Developing enterprise life skills that can be used in both learning and the world of work.	Skills Builder Challenge Day 3 Developing enterprise life skills that can be used in both learning and the world of work.
5		Jigsaw resources- Dreams and Goals: <ul style="list-style-type: none">● When I grow up (my dream lifestyle)● Investigating Job and Careers<ul style="list-style-type: none">● My Dream Job: Why I want it and the steps to get there● Dreams and Goals of young people in other cultures● BBC Bitesize job	Employer Talk
6		Jigsaw Resources- Dreams and Goals: <ul style="list-style-type: none">● Personal Learning Goals● Steps to success	Employer Talk



		<ul style="list-style-type: none"> • My Dream for the World • Helping to Make a Difference 	
7		<p>Step into the NHS project and competition.</p> <ul style="list-style-type: none"> • Personality test and signposting to jobs in NHS • Understanding terms: - qualifications, skills, work experience • Types of qualifications and skills needed for careers in the NHS • Research one career in the NHS • Write a job description <p>SUN Bournemouth University Project</p>	Employer Talk
8		<p>SUN Bournemouth University Project</p>	Employer Talk FUS Careers Workshop <p>Year 8 Careers Project</p> <ul style="list-style-type: none"> • Investigating Apprenticeships (Amazing Apprenticeship) • Careers Treasurehunt- (Unifrog) • Careers Interview of a family member/ member of staff • Write my CV (TWINKL) • What is tax? and What is a pension? (BBC KS3 PSHE)



Emmanuel Middle School has a statutory duty to be working towards the 8 “Gatsby Benchmarks” that the Department of Education consider to be fundamental a strong careers provision for our young people. Our Careers Leader will complete an online self-evaluation (“Compass Tool”) every term that indicate how the careers programme is progressing against these benchmarks. Compass evaluations will be shared with the SLT lead, link governor, Enterprise Coordinator and Enterprise Adviser.

The careers programme will be evaluated, reviewed and updated annually, to ensure it is meeting the latest statutory duties and meeting the strategic objectives for the school.

Evaluations will use feedback from students, teachers, employers, parents and carers as well as the school’s termly Compass evaluations.

The Emanuel Middle School careers programme provides the foundation of the work continued at both Ferndown Upper School and Queen Elizabeth’s School. See links below:

<https://fernup.dorset.sch.uk/information/careers-programme/>

<http://www.qe.dorset.sch.uk/careers>

Governor Name: Helen Poole

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Date of next review 25th March 2023