

John O' Gaunt Careers Programme mapped to the Eight Gatsby Benchmarks

Careers Education at John O' Gaunt School is designed to help young people develop the knowledge and skills they need to make successful choices, manage transitions in learning and move into work. Increasingly the aim is to raise the aspirations of young people and allow them to find out about a wide range of jobs. There is currently a mismatch between the careers that young people want to pursue and the opportunities available.

We are committed to high quality careers work. Pupils experience careers focused activities as part of their tutorial/PSHE and collapsed timetable days in every year group. We are continually reviewing the experiences that we provide for our youngsters and introducing new opportunities.

There is a wide range of extracurricular activities to support transition to post-16 education or training, and then on to higher education or the workplace. This starts as soon as they arrive at school in Year 7 and in tutor time and PSHE students reflect on their strengths, and this builds significantly through Year 8-11. We make every effort to get 100% of our pupils onto the right pathway suitable for their particular skill set and this is done through a rigorous programme and focus on careers from Year 8.

Links with Industry Great emphasis is placed on links with the workplace. While education for its own sake is of considerable importance, it is important that all pupils are prepared to take their place in the modern world particularly with the current challenges this holds. John O' Gaunt school seeks to continually strengthen links with those in industry and commerce in the locality; where possible, work in the classroom should contain reference to the real world, and we value help in this area.

Ofsted Report

- **January 2025** states that 'Careers education is impactful, meaning pupils are well informed about their next steps'.
- **July 2019** states that 'Career's information, advice and guidance is a particular strength. Pupils are very well prepared for their next steps' Careers education and guidance is a strength of the school. Pupils from Year 7 onwards benefit from a range of activities. For example, Years 8 and 9 pupils undertake work shadowing, Year 10 pupils do a week's work experience, and a number of external business mentors guide and support pupils in their choices. A careers adviser provides impartial advice. As a result, pupils are very well prepared for their next steps.

Key 2025 Updates & Themes

- ✓ **Inclusion:** A renewed, non-negotiable focus on equity for all students.
- ✓ **Meaningful Experiences:** Focus on quality and impact, not just activity.
- ✓ **Data-Driven:** Decisions should be informed by data, including local skills needs.
- ✓ **Partnerships:** Actively involving families.
- ✓ **Frequency:** Specifically requiring at least one week of work experience by age 16

Benchmarks		Key Stage 3	Key Stage 4
1	<p>A stable careers programme: A dedicated, published, and regularly evaluated careers programme, supported by senior leadership.</p>	<p>Unifrog: Provides a digital, whole-school framework (Years 7–11) with a dedicated "Careers Year Plan" of lesson resources and, through its "Goals" tool, helps track school-level career goals.</p>	<p>Unifrog: Provides a digital, whole-school framework (Years 7–11) with a dedicated "Careers Year Plan" of lesson resources and, through its "Goals" tool, helps track school-level career goals.</p>
2	<p>Learning from careers and labour market information: Ensuring pupils and parents have access to high-quality data about future jobs and trends.</p>	<p>Unifrog: Includes comprehensive libraries for careers and subjects, featuring up-to-date regional and national LMI, salaries, and data on job trends. Labour market: information on the local area</p>	<p>Unifrog: Includes comprehensive libraries for careers and subjects, featuring up-to-date regional and national LMI, salaries, and data on job trends. Labour market: information on the local area</p>
3	<p>Addressing the needs of each pupil: Tailoring careers guidance to individual student needs, with particular attention to SEND and disadvantaged students.</p>	<p>Unifrog: Allows for recording, tracking, and providing feedback on all interactions for individual students, including SEND and Pupil Premium, and allows data to be uploaded to Compass+.</p> <p>Y7 / Y8 PSHE: Developing skills and aspirations including</p> <ul style="list-style-type: none"> • how to be enterprising, including skills of problem-solving, communication, teamwork, leadership, risk-management, and creativity • about a broad range of careers and the abilities and qualities required for different careers • about equality of opportunity and how to challenge stereotypes, broaden their horizons and how to identify future career aspirations and about the link between values and career choices • about employment, self-employment and voluntary work • how to set aspirational goals for future careers 	<p>Unifrog: Allows for recording, tracking, and providing feedback on all interactions for individual students, including SEND and Pupil Premium, and allows data to be uploaded to Compass+.</p>

and challenge expectations that limit choices

Y9 PSHE: Goal Setting as part of the GCSE process

including learning:

- about transferable skills, abilities and interests and skills for decision making
- how to demonstrate strengths
- about different types of employment and career pathways
- how to work towards aspirations and set meaningful, realistic goals for the future
- about GCSE and post-16 options
- skills for decision making

Y9 PSHE: Employability & Online Presence including learning

- about young people's employment rights and responsibilities
- about skills for enterprise and employability
- how to give and act upon constructive feedback
- how to manage their 'personal brand' online
- habits and strategies to support progress
- how to identify and access support for concerns relating to life online

Options Evening:

- opportunity to meet with an Independent Careers Adviser to support options and decision-making.
- Meeting with subject teachers to help make informed choices about their options

4	<p>Linking curriculum learning to careers: Embedding career learning into all subjects, highlighting the relevance of curriculum to future work</p>	<p><i>Unifrog: Features tools that link school subjects directly to career paths and provides resources for subject teachers to embed careers in the curriculum.</i></p> <p>Careers Box: Resources in every classroom for tutor time</p> <p>Library activities: Careers Corner Invitations</p> <p>Dedicated Weeks: Careers week and Apprenticeship week</p> <p>Work related learning in subject areas (linking subjects studied to careers)</p> <p>Options Evening opportunity to meet with an Independent Careers Adviser to support options decision-making</p>	<p><i>Unifrog: Features tools that link school subjects directly to career paths and provides resources for subject teachers to embed careers in the curriculum.</i></p> <p>Careers Box: Resources in every classroom for tutor time</p> <p>Library activities: Careers Corner Invitations</p> <p>Dedicated Weeks: Careers week and Apprenticeship week</p> <p>Work related learning in subject areas (linking subjects studied to careers)</p> <p><u>Year 10/11:</u> PSHE Tutor-led lessons designed to drive early career engagement to include:</p> <ul style="list-style-type: none"> • Reviewing, target setting and the way forward • Self-esteem and aspiration • Developing skills and aspirations • Making financial decisions • Life choices
5	<p>Encounters with employers and employees: Multiple, meaningful opportunities to learn from employers (at least one per year for school pupils)</p>	<p><i>Unifrog: Provides a "Talent Pool" for connecting with employers, alongside virtual fairs and webinars.</i></p> <p>Careers assemblies: Employers highlighting career paths</p> <p>Enterprise days: The Chocolate Challenge, Pizza Challenge and The Little Stationery Company</p> <p><u>Year 8:</u> West Berks Educational Business Partnership: one day programme 'What's my Line' with employers</p> <p><u>Year 9:</u> West Berks Educational Business Partnership: one day programme 'Growth Mindset' with employers</p>	<p><i>Unifrog: Uses a "Placements tool" to manage work experience, including risk assessments, insurance, and student reflection.</i></p> <p>Careers assemblies: Employers highlighting career paths</p> <p><u>Year 10:</u> <u>Enterprise days:</u> The Dragons' Den workshop is an opportunity for students to act as entrepreneurs and develop their confidence and key skills for the future</p>

6	<p>Experiences of workplaces: Providing firsthand experiences of work environments to boost understanding of careers.</p>	<p><i>Unifrog: Uses a "Placements tool" to manage work experience, including risk assessments, insurance, and student reflection.</i></p>	<p><i>Unifrog: Uses a "Placements tool" to manage work experience, including risk assessments, insurance, and student reflection.</i></p> <p>Year 10: WEX: Preparation for and evaluation of Work Experience</p> <ul style="list-style-type: none"> • how to evaluate strengths and interests in relation to career development • about opportunities in learning and work • strategies for overcoming challenges or adversity • about responsibilities in the workplace • how to manage practical problems and health and safety • how to maintain a positive personal presence online • how to evaluate and build on the learning from workexperience <p>Work Experience: a full week in Term 6. This includes:</p> <ul style="list-style-type: none"> • Skills for Work Workshop • Employability skills • Employers Expectations • Assembly on 'what to expect in work' • CV and Letters of Applications lessons • Dedicated 'Mock Interview Day' of 30 minutes to rehearse job interview with a local employer <p>Year 11: Next Steps:</p> <ul style="list-style-type: none"> • Application processes, and skills for further education, employment and career progression • how to use feedback constructively when planning for the future
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			<ul style="list-style-type: none"> • how to set and achieve SMART targets • effective revision techniques and strategies • about options post-16 and career pathways • about application processes, including writing CVs, personal statements and interview technique • how to maximise employability, including managing online presence and taking opportunities to broaden experience • about rights, responsibilities and challenges in relation to working part time whilst studying • how to manage work/life balance
7	<p>Encounters with further and higher education: Opportunities to understand the full range of learning options, including academic and vocational pathways.</p>	<p><i>Unifrog: Offers search tools for comparing UK/international universities, apprenticeships, and FE courses, which helps meet the Baker Clause.</i></p>	<p><i>Unifrog: Offers search tools for comparing UK/international universities, apprenticeships, and FE courses, which helps meet the Baker Clause.</i></p> <p><u>Year 10:</u></p> <ul style="list-style-type: none"> • A visit to a local Further Education establishment to look at courses and have taster sessions • Bi-Annual Careers Fair @ JOG • An in-house post 16+ providers Parents/Students Evening <p><u>Year 11:</u></p> <ul style="list-style-type: none"> • A visit to a local Further Education establishment to look at courses / other local employers and apprenticeship opportunities • Bi-Annual Careers Fair @ JOG • Assemblies from local Sixth Forms (Kennet/Park House/St Barts/St Johns/Trinity, local Further Education Colleges (Newbury/Swindon/Sparsholt/Andover/Reading) and a apprenticeship provider (West Berks Training Consortium)

			<ul style="list-style-type: none"> • An in-house post 16+ providers Parents/Students Evening • PSHE Tutor-led lessons designed to drive early career engagement including <ul style="list-style-type: none"> ○ Preparation for work experience ○ Application process for further education, apprenticeships and Sixth Forms
8	<p>Personal guidance: One-to-one interviews with a qualified careers adviser for all pupils.</p>	<p><u>Unifrog:</u> Enables staff to schedule, record, and log notes from 1-on-1 guidance interviews.</p>	<p><u>Unifrog:</u> Enables staff to schedule, record, and log notes from 1-on-1 guidance interviews.</p> <p><u>Year 10:</u> Personal 1:1 career guidance meeting with the Careers Lead with individualised Action Plans giving them links and information for aiding their Post 16 options and shared with both parents, staff and students. This is planned to help students begin their own research for Post 16 Options, and forms part of the conversations in Year 11.</p> <p><u>Year 11:</u> Personal 1:1 career guidance meeting with Level 6 Qualified Careers Advisor with individualised Action Plans giving them links and information for aiding their Post 16 options and shared with both parents, staff and students</p>