

### **BM1 - A stable careers programme**

A stable careers programme has been created in line with the CDI framework, the Gatsby Benchmark Toolkit and the Compass Evaluation Tool. The career's curriculum offer is regularly evaluated with feedback from students, parents, teachers and employers. This feedback is then used to inform decisions about the future development of the programme and feeds into the whole-school process of evaluation.

### **BM2 – Learning from career and labour market information**

All pupils have access to good quality information about career paths and the labour market through careers sessions, resources and assemblies. Students will realise which employment or industry sectors are growing and how much specific jobs pay.

### **BM3 – Addressing the needs of each pupil**

The school has designed individually tailored careers related programmes to meet the needs of all students and aims to ensure all pupils have a record of all career related activities they have taken part in, during their time in school.

### **BM4 – Linking curriculum learning to careers**

Subject teachers will link curriculum learning with careers. Students will learn about which jobs are linked to which subjects and what transferable employment skills each subject gives them.

### **BM5 – Encounters with employers and employees**

Every student will have multiple opportunities to learn from employers about work and the skills that are valued in the workplace. Every year from the age of 11, pupils will have at least one meaningful encounter with an employer.

### **BM6 – Experiences of workplaces**

Every student will have first-hand experiences through visits, shadowing and work experience. Students will realise what real life workplaces are like.

### **BM7 – Encounters with further and higher education**

All students will be made aware of all the learning opportunities available to them at the end of Y11 and Y13. Students will get the chance to meet staff and students from a range of further and higher education providers throughout their time at Netherthorpe.

### **BM8 – Personal Guidance**

Every student will have a bespoke careers appointment with a trained Careers Advisor before the time they leave school in year 11 and a further opportunity to have a careers appointment in year 13, should the student want one. Students can also have personalised mock interviews during their time at Netherthorpe. Students and parents are always welcome to seek career guidance from the school's Career Advisor, or the school, at any point.