

The Ellesmere Port CofE College Careers: Providing an exceptional provision securing the Gatsby Benchmarks for all students (2022-2023)

At EPC, we are committed to providing the highest quality information, advice, guidance and inspiring opportunities to all students in order to ensure they are fully supported and empowered to shape their future careers. As part of this, we are proud to be able to meet the national Gatsby careers benchmarks and this document outlines our whole-school provision. Our careers programme sits within our 'Be More Curriculum'.

Gatsby Benchmarks								
1. A stable careers programme	Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers and employers.	EPC is committed to securing the best possible opportunities for all students to be informed and empowered to shape their own career pathways. This provision is underpinned by a strong careers team including the Senior leader responsible for careers, Liz Connolly and the Careers manager, Katriona Whittingham. The work of the team is supported by the Heads of Learning and the schools dedicated Careers Governor, Mike Maynell. The programme is evaluated through feedback from students, families, teachers and employers.						
2. Learning from careers and labour market information	Every pupil, and their parents, should have access to good-quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.	All students are provided with a dedicated careers opportunity at least once per year. Through meeting representatives from colleges, universities, apprenticeship providers and employers, students build their knowledge of the careers and labour market. Students are encouraged to carry out their own research on career pathways and this is recorded through Unifrog, the school's careers platform. Sessions in PSHE are designed to support students to learn about careers and labour market information. In Sixth form, students are provided with up to date opportunities in the local area and virtual opportunities.						
		Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13
		Higher horizons event. Oct 2022. PSHE lessons (see below).	Higher horizons event. Oct 2022. Airbus STEM Event. Sept 2022. PSHE lessons (see below). NHS Apprenticeship Assembly. Jan 2023.	GCSE Information Evening. Feb 2023. Higher horizons event. Oct 2022. Airbus STEM Event. Sept 2022. PSHE lessons (see below). NHS Apprenticeship Assembly. Jan 2023. TTE Apprenticeship Assembly. Jan 2023.	Ellesmere Port Careers Fair. Nov 2022. Bank of America Mentoring Programme. Nov 2022-Jan 2023. Higher horizons event. Oct 2023. PSHE lessons (see below). 1-2-1 guidance with careers advisor. NHS Apprenticeship Assembly. Jan 2023. Cyber Choices session North West Organised Crime Unit. Jan 2023 CCSW presentation on their provision including T Levels. Feb 2023.	PSHE lessons (see below). Assembly from Army. Oct 2022. 1-2-1 guidance with careers advisor. NEET Meetings with YPS. Ongoing. NHS allied professionals discovery workshop. March 2023.	PSHE lessons (see below). Assembly from Army. Oct 2022. 1-2-1 guidance with careers advisor. NHS Apprenticeship Assembly. Jan 2023. TTE Apprenticeship Assembly. Jan 2023. NHS allied professionals discovery workshop. March 2023.	Apprenticeship Fair. Jan 2023. PSHE lessons (see below). Assembly from Army. Oct 2022. NHS Apprenticeship Assembly. Jan 2023. TTE Apprenticeship Assembly. Jan 2023.

					NHS allied professionals discovery workshop. March 2023.			
3. Addressing the needs of each student	Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school's careers programme should embed equality and diversity considerations throughout.	Through 1-2-1 guidance interviews with students (once a year in year 10-12) and with the support of outside agencies we ensure that students have access to the independent information, advice and guidance. This is provided through access to the library where there are resources aimed at careers both generally and also more specifically linked to subject areas. In addition to the range of careers events listed for all students, we provide specific support and events for targeted groups. Students with SEND are supported through the SEND department in guidance and support meetings and also further supported through additional personal guidance sessions. Students identified as high ability are provided with opportunities to meet representatives from Oxbridge. All students have access to Unifrog which records their engagement with the school's career programme and all careers research they have undertaken. The UCAS personal statement and subject reference process is also conducted through this platform, leading to clear integration of information sources and personalised planning for future destinations.						
		Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13
		PSHE lessons (see below). Presentation from Professor Nessa Carey. March 2023.	PSHE lessons (see below). Presentation from Kathleen Harris. Lawyer. March 2023	1-2-1 interview with senior member of staff about post-14 options. GCSE Information Evening. Feb 2023. PSHE lessons (see below). Presentation from Baroness Martha Lane Fox. Business Women. March 2023.	1-2-1 guidance with careers advisor. Bank of America Mentoring Programme. Nov 2022-Jan 2023. PSHE lessons (see below). Secondary College Experience: CCSW. July 2023. CCSW presentation on their provision including T Levels. Feb 2023. NHS allied professionals discovery workshop. March 2023. Presentation from Amanda Leveté. Architect. March 2023.	1-2-1 guidance with careers advisor. NEET Meetings with YPS. Ongoing. 1-2-1 interview with senior member of staff about post-16 options. PSHE lessons (see below). NHS allied professionals discovery workshop. March 2023.	1-2-1 guidance with careers advisor. PSHE lessons (see below). Oxbridge presentation from representative from Cambridge. Jan 2023. NHS allied professionals discovery workshop. March 2023. Presentation from Chris Hampshire. FFET. March 2023.	Apprenticeship Fair. Jan 2023. PSHE lessons (see below). Revision session with higher horizons. University links. Feb 2023. Presentation from Chris Hampshire. FFET. March 2023.
4. Linking careers learning to the wider curriculum	All teachers should link curriculum learning with careers. For example, STEM subject teachers should highlight the relevance of STEM subjects for a wide range of career pathways.	We are committed to providing students with opportunities to develop their knowledge of careers through the school's curriculum. This is embedded within all subjects. In addition, across the school, there are displays in curriculum areas to promote relevant careers.						
		Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13
		PSHE lessons (see below).	Airbus STEM Event. Sept 2022.	Airbus STEM Event. Sept 2022.	Bank of America Mentoring Programme. Nov 2022-Jan 2023.	PSHE lessons (see below).	PSHE lessons (see below).	PSHE lessons (see below).

		Presentation from Professor Nessa Carey. March 2023.	PSHE lessons (see below). Presentation from Kathleen Harris. Lawyer. March 2023	PSHE lessons (see below). Presentation from Baroness Martha Lane Fox. Business Women. March 2023.	PSHE lessons (see below). NHS allied professionals discovery workshop. March 2023. Presentation from Amanda Leveté. Architect. March 2023.	NHS allied professionals discovery workshop. March 2023.	NHS allied professionals discovery workshop. March 2023. Presentation from Chris Hampshire. FFET. March 2023.	Presentation from Chris Hampshire. FFET. March 2023.
5. Encounters with employers and employees	Every pupil should 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 visiting speakers, mentoring and enterprise schemes.	Each year group has high quality opportunities to engage with employers as outlined below:						
		Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13
		Higher horizons event. Oct 2023. Presentation from Professor Nessa Carey. March 2023.	Higher horizons event. Oct 2023. Airbus STEM Event. Sept 2022. NHS Apprenticeship Assembly. Jan 2023. Presentation from Kathleen Harris. Lawyer. March 2023	Higher horizons event. Oct 2023. Airbus STEM Event. Sept 2022. NHS Apprenticeship Assembly. Jan 2023. TTE Apprenticeship Assembly. Jan 2023. Presentation from Baroness Martha Lane Fox. Business Women. March 2023.	Virtual careers talk from NW regional organised crime unit. Jan 2023. Ellesmere Port Careers Fair Trip. Nov 2022. Bank of America Mentoring Programme. Nov 2022-Jan 2023. Higher horizons event. Oct 2023. NHS Apprenticeship Assembly. Jan 2023. NHS allied professionals discovery workshop. March 2023. Presentation from Amanda Leveté. Architect. March 2023.	Assembly from Army. Oct 2022. NHS allied professionals discovery workshop. March 2023.	Assembly from Army. Oct 2022. NHS Apprenticeship Assembly. Jan 2023. TTE Apprenticeship Assembly. Jan 2023. NHS allied professionals discovery workshop. March 2023. Presentation from Chris Hampshire. FFET. March 2023.	Apprenticeship Fair. Jan 2023. Assembly from Army. Oct 2022. NHS Apprenticeship Assembly. Jan 2023. TTE Apprenticeship Assembly. Jan 2023. Presentation from Chris Hampshire. FFET. March 2023.
6. Experience of workplaces	Every pupil should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.	Direct experience of the workplace is carried out in Year 10 and Year 12.						
		Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13
		N/A	N/A	N/A	Experience of the workplace day in Experience week. 2023	N/A	Work Experience Week. June 2023.	N/A

					Bank of America Mentoring Programme. Nov 2022-Jan 2023.			
					Altimex. March 2023			
7. Encounters with further and higher education providers	All pupils/learners should understand the full range of learning opportunities that are available to them. This includes both academic and technical and vocational routes and learning in schools, colleges, universities and in the workplace.	We provide students with a range of opportunities to meet further and higher education providers. Students attend local careers fairs which gives them the opportunity to discuss their post 16 and post 18 options. Careers week in Year 12 gives students the opportunity to visit Edge Hill University. Students in Year 12 also attend the UK University and Apprenticeship Search Event annually.						
		Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13
			NHS Apprenticeship Assembly. Jan 2023.	NHS Apprenticeship Assembly. Jan 2023. TTE Apprenticeship Assembly. Jan 2023. University Visit. TBC	Ellesmere Port Careers Fair Trip. Nov 2022. NHS Apprenticeship Assembly. Jan 2023. TTE Apprenticeship Assembly. Jan 2023. Secondary College Experience: CCSW. July 2023. CCSW presentation on their provision including T Levels. Feb 2023.	Assembly from Army covering all job roles and apprenticeship routes. Oct 2022.	Visit to Edge Hill University Higher degree. June 2023. UK University and Apprenticeship Search Event Trip. April 2023. Oxbridge talk. Jan 2023. NHS Apprenticeship Assembly. Jan 2023. TTE Apprenticeship Assembly. Jan 2023. Bristol University Workshops. June 2023. Oxbridge presentation from representative from Cambridge. Jan 2023.	NHS Apprenticeship Assembly. Jan 2023. TTE Apprenticeship Assembly. Jan 2023.
8. Personal guidance	Every pupil should have opportunities for guidance interviews with a career's adviser, who could be internal (a member of	All students from Year 10 onwards, have the opportunity to receive 1-2-1 guidance from an independent career advisor. Students at risk of becoming NEET in the future meet 1-2-1 with a mentor through the 'Journey First' programme funded by Cheshire West County Council. The Unifrog platform support students to independently research their own career pathway and to stay informed of current developments and opportunities. Students also are able to attend live webinars through Unifrog on a variety of career topics.						
		Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13

	school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but should be timed to meet their individual needs.	Review day meetings with form tutor and parent/carer. 1-2-1 form tutor support and guidance.	Review day meetings with form tutor and parent/carer. 1-2-1 form tutor support and guidance.	1-2-1 interview with senior member of staff about post-14 options. Review day meetings with form tutor and parent/carer. 1-2-1 form tutor support and guidance.	1-2-1 guidance with Level 6 careers advisor. Review day meetings with form tutor and parent/carer. 1-2-1 form tutor support and guidance.	1-2-1 guidance with Level 6 careers advisor. 1-2-1 interview with senior member of staff about post-16 options NEET Meetings with YPS. Ongoing. Review day meetings with form tutor and parent/carer. 1-2-1 form tutor support and guidance.	1-2-1 guidance with Level 6 careers advisor. 1-2-1 guidance with 6 th form staff for HE 1-2-1 guidance with KWH for apprenticeship applications. Review day meetings with form tutor and parent/carer. 1-2-1 form tutor support and guidance.	1-2-1 guidance with 6 th form staff for HE 1-2-1 guidance with KWH for apprenticeship applications. Review day meetings with form tutor and parent/carer. 1-2-1 form tutor support and guidance.
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PSHE Career Focussed Lessons

	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13
LP1	Pupils will know what a career is and the things that are important to choosing a career. They will know about the Unifrog careers library and will be able to access information on a wide range of careers. (GB: 2, 3, 4) Pupils will know what skills are relevant within the context of careers using Unifrog. They will know how to them apply these skills to themselves. (GB: 3, 4)	Pupils will know how to use Unifrog in order to explore their aspirations and motivational factors. They will know how to explore their concept of success.	Pupils will know the attributes of good leadership. They will be able to evaluate themselves against the attributes identified.	Pupils will research and record their findings, logging details of companies they wish to pursue a placement with.	Pupils will know how to use the Unifrog Know How Library in order to explore post 16 choices.	Pupils will know how to engage with unifrog and use it to support their career pathways. They will complete an external careers interview.	Pupils will understand how they can curate their online presence to represent them best in the workplace. They will be aware of the potential risks of using social media and how to avoid them.
LP2	Pupils will know what skills are relevant within the context of careers using Unifrog. They will know how to them apply these skills	Pupils will know what skills are relevant within the context of careers using Unifrog. They will know how to them apply these skills to themselves.	Pupils will know how competencies apply to their own skill sets and why it is important to record their findings.	Ellesmere Port Careers Fair Pre Work Pupils have confidence in approaching prospective work	Pupils will know what BTECs are and the various levels / subjects available post 16.	Pupils will know how to engage with unifrog and use it to support their career pathways. They will complete an external careers interview. Pupils will know what the Mploy self-	Pupils will know how to explore UNIFROG to locate course information for Uni, College, Apprenticeships, T levels and the world of work. They will know how to complete a personal statement

	to themselves. (GB: 3, 4)		Careers advice during Year 9 Information Evening with LMI focus.	experience employers over the phone and over email!		placement form is and how to fill it in.	and make informed choices. Pupils will know how to work with Alta Higher in order to support their application process.
LP3	Pupils will know how to use Unifrog to explore some careers that are of interest to them using the Holland Codes.	Pupils will know how to use the Unifrog careers library to explore a range of careers that interest them.	Pupils will know how to explore using Unifrog, specific subject areas that interest them and record their findings.	Pupils will know the process for contacting employers positively and confidently and the skills required to do so.	Pupils will know how to use Unifrog platform to research potential careers, degree subjects, and interests that will help them to identify A-Level options.	Pupils will know a range of courses that are available to them. They will understand what UCAS is. Pupils will know how to approach places of employment to seek their work experience position.	They will know how to prepare for interviews.
LP4	Pupils will know how to use Unifrog to record the activities they take part in. They will know that this act of recording is important in their careers journey within the college.	Pupils will know how to use Unifrog to record the activities they take part in. They will know that this act of recording is important in their careers journey within the college.	Pupils will know what self-care means and how to incorporate this into their routines.	Pupils will know how to use the search engine to explore a range of jobs, salaries and range of qualifications needed.	Pupils will know how to use Unifrog in order to gain information about apprenticeships and T levels.	Pupils will know when to complete their Mploy self-placement form and return to LCO. Pupils will know to review the courses they have looked at so far, refine their ideas and log on Unifrog.	Pupils will know how to keep motivated in examination contexts to help them achieve the career choices.
LP5	Pupils will know how to utilise Unifrog in exploring their concept of a “dream job” and the significance of high aspirations from year 7.	Pupils will know what skills and competencies are and how they can apply them to themselves. They will know how to record them on the Unifrog platform.		Pupils will know the skills required to contribute as a team. They will know the roles and skills needed to successfully collaborate positively.	Pupils will know how to record their destinations post 16.	Pupils will know how to use Mploy planning to finalise their work experience placements.	Pupils will know how to seek guidance and support on results day.