Careers at Lancing

Lancing College

1 Aims and Objectives

1.1 We are committed to providing an inclusive, impartial and personalised Careers Education, that recognises the individual strengths, interests, aspirations and circumstances of every pupil. Through the *My Future* programme, we aim to ensure that all pupils, regardless of academic ability, additional needs, background or intended destination, have equal access to meaningful careers education and appropriate individual support. We recognise that there is no single pathway to success and encourage pupils to explore a broad range of opportunities, including university, apprenticeships, employment, overseas study and alternative routes. Our approach is flexible and responsive, enabling pupils to develop confidence, make informed decisions and progress towards a future that reflects their own ambitions and potential.

1.2 The Careers Coordinator and the Assistant Head (Academic) have shared responsibility for careers guidance at the College working closely with the Head of Sixth Form, Head of PSHE and Head of Overseas Universities. The College aims to provide accurate and up to date careers information for all pupils to enable them to establish their likely career path, select their study options within the school, and their options for higher education in order to fulfil their potential. In all year groups the PSHE programme, the *My Futures* programme and the academic curriculum assist pupils in looking at careers and preparing for the world of work. A non-exhaustive list looks at building CVs, employability skills, preparing for work experience and careers networking. The Careers Coordinator may be booked by pupils for one-to-one meetings. Further information is available on the VLE.

1.3 The College has carefully prepared a route to Careers education aligning with each of the eight Gatsby Benchmarks which guides pupils at appropriate times:

1.4 **Third Form**

Careers at Lancing starts from Year 9 (Third Form) where pupils are asked to consider the “soft skills” inherent in building relationships, establishing a strong work ethic and establishing themselves as independent learners through the curriculum; this includes an introduction to Unifrog in addition to weekly metacognition lessons. The Unifrog platform records careers interactions and activities and acts as a reflection tool for university personal statements and job applications. In academic subjects, references are made to possible careers in specific subject areas.

Employability Skills (via Metacognition lessons / Junior Diploma / PSHE) include: leadership; organisation; planning; self-regulation; internet research and academic integrity; critical thinking; debate; project management skills (via the extended project); self-assessment; research skills; independence; time management; referencing and production of evidence for arguments; feedback to others; and revising and re-drafting.

Each summer we host a Junior Careers Fair and invite local employers for a Milk Round event.

1.5 **Fourth Form**

Careers education continues in Year 10 (Fourth Form) PSHE with a focus on CV building and the development and recording, via the Unifrog platform, of core competencies such as leadership and teamwork. References continue to be made to possible careers in specific subject areas and in January we enjoy Careers Week - a programme that requires every teacher to teach a lesson on careers related to their subject.

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Employability Skills (via an introduction to Services) include: mental and physical resilience; teamwork; empathy; communication; concentration.

Employability Skills and Preparation for the World of Work (via PSHE lesson) include: first impressions, speaking up at work, entrepreneurship, navigating career landscape and career mapping

1.6 **Fifth Form and Sixth Form**

Careers education continues from the beginning of Year 11 (Fifth Form) to our final session (Networking) as pupils complete their Year 13 (Upper Sixth) Super Curriculum programme. Opportunities available include: interview skills; study skill, careers coaching; further development of core competencies and employability skills; and CV enhancement.

In the Sixth Form pupils are introduced to tools that help them consider universities and that help them find work-experience, training opportunities and degree apprentice schemes. The Unifrog platform allows pupils to continue to track career opportunities as well as to work on CV training modules.

In academic subjects, careers enrichment continues to be made possible in specific subject areas. Examples include: medics evenings, lectures and visiting speakers; educational trips to Cern, Brussels and New York; Politics and Law society visits to the Supreme Court and Parliament; English trips to Charleston and Stratford-upon-Avon; varied Music, Art and Dance experiences.

Year 11 and new Year 12 pupils also undertake careers psychometric testing to establish a profile of their strengths and abilities. This is followed by one to one careers coaching with leading careers consultants. The report is sent to all pupils and is used by tutors to establish a framework from which tutorials can be established on careers.

1.7 We support individual needs and promote inclusion.

- SEND and additional learning needs: working closely with the LED (Learning Enhancement Department) to identify and support those on the SEND register
- Different academic abilities and profiles: giving impartial and well-informed advice through Careers Adviser and tutor referral.
- Pupils who are uncertain about their future pathways: extra support provided through Careers Advice, tutor system and LED department (where applicable)
- Pupils considering apprenticeships, employment or other non-university routes: tailored support through psychometric testing and both school and independent careers guidance.
- International pupils and those considering overseas pathways: A dedicated international universities adviser
- Pupils requiring additional or more intensive individual guidance: Collaboration with tutors, pastoral staff, parents and other relevant colleagues. Monitoring, reviewing and adapting support to individual circumstances.

2 Careers Fair and 'Moving On' Fair

2.1 As part of their A Level selection guidance Year 11 also take part in the Lancing College Careers Fair. Here, pupils are able to choose a number of short lectures and Q&A sessions with leading professionals in a number of fields, ranging from IT, to architecture, hospitality, marketing and medicine. 16-20 visiting speakers give the pupils a clear insight into their

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professional worlds and focus on what pupils need to achieve in order to make a successful career.

Sixth Form follow up “Careers in Depth” opportunities (Careers Conversations and Networking events with alumni) are offered to find out more about certain careers by bringing together in one session a selection of professionals with different careers within the same sector. The aim is to give pupils a broader understanding of the different careers within for example; law, engineering, built environment, graduate programmes, degree apprenticeships and third sector. The priority of sessions will be pupil led using survey responses.

The annual ‘Moving On’ Fair provides information about GAP Year opportunities, employment opportunities, apprenticeships, undergraduate pathways including degree apprenticeships, overseas university pathways.

3 Work Experience and Networking

3.1 Professional groups (medical, legal, arts) of alumni (Old Lancing Pupils / OLs) meet annually to offer networking opportunities for each other and our current pupils. OLs are also able to access our networking forum Lancing Connected, an off-shoot of Linked In, which provides the opportunity to network with other former pupils within a variety of careers.

A University Ambassador programme annually invites OL undergraduates to talk about their experiences with current pupils. OLs take on the role of conduit and become a point of contact for any current pupils looking at their university and will be a point of contact for any pupils starting their university.

Although pupils are responsible for making their own work experience arrangements, the college is very active, via its Development Office, in effecting introductions between our network of parents and former pupils to facilitate informal arrangements between students' families and employers to aid them to gain experience of the workplace.

Pupils are strongly encouraged to gain work experience or carry out some work shadowing, particularly if they are considering careers in medicine, veterinary science and engineering. This helps to focus their choice of university course and can add a positive element to their UCAS personal statement. Pupils who have plans for adventurous or challenging travel may apply for a travel bursary. A small number of internal work experience placements are also arranged as part of the school’s community outreach programme (eg: nurseries and primary schools). Work experience on the College Farm is available for those wishing to explore the veterinary world, agriculture, and estate management. Furthermore, the school runs Entrepreneurship as part of its Super Curriculum which offers pupils insight into commercial practices.

Further careers advice is also organised on an individual basis. Pupils have the opportunity to book dedicated meetings with the Careers Coordinator through an online booking system.

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