

# LLT Careers Programme using CDI Career Development Framework

N.B. the numbers in brackets by each Learning Area relate to the last CDI Careers, Employability and Enterprise Education Framework's 17 areas of learning.

Key Stage 3 Learning aims	Activity/Evidence – things we do	Term	Gatsby Benchmark
<b>Grow throughout life (1,2,3,8,10)</b> a. being aware of the sources of help and support available and responding positively to feedback  b. being aware that learning, skills and qualifications are important for career  c. being willing to challenge themselves and try new things  d. recording achievements	Induction for Year 7, form business and assemblies School values and QES learner model are communicated KS3 Academic Reviews inc target setting KS3 Subject Reviews Community Credits QES website	Autumn All Spring/Sum Aut/Spring All All	1, 3, 4, 8
	KS3 careers assemblies Year 9 options programme including options evening Start PD sessions Year 9 subject fare and fortnight Academic review inc target setting	All Autumn Autumn Autumn Spring/Sum	1, 2, 3, 8
	Year 7 community credits Year 9 DofE QES extra-curricular clubs English lessons 'All about me' KS3 PD Learner Literacy: 'getting better all the time'	All Summer All Autumn/Y7 Autumn	3
	KS3 Academic Review inc PD preparation lesson inc reflection and targets KS3 Trackers Effort grade commendation letters	Spring/Sum ½ termly ½ termly	1, 3

<p>e. being aware of heritage, identity and values</p>	<p>Community credits and good news cards Awards Morning</p> <p>Year 7 PD session on 'work stereotypes' KS3 History lessons Year 8 English, gender and identity and preconceptions linked to careers and occupations Year 7 St Mary's church service alongside tour of Kirkby Lonsdale eg, Ruskin's View</p>	<p>All Summer</p> <p>Summer Summer Summer Autumn/Sum</p>	<p>1, 3</p>
<p><b>Explore possibilities (7,10,16)</b></p>			
<p>a. being aware of the range of possible jobs</p>	<p>How did I get where I am? Assembly eg, The Foz versus Mr Foster Year 7 'go to work with parents' launch assembly Start sessions eg, jobs bank Year 7 going to work with parents (friends/relations)</p>	<p>TBC Spring Autumn Summer</p>	<p>1, 3, 4, 5, 6</p>
<p>b. identifying common sources of information about the labour market education system</p>	<p>LMI intertwined in KS3 careers assemblies STEM starters and plenaries</p>	<p>TBC Autumn</p>	<p>2 2, 4</p>
<p>c. being aware of the main learning pathways (e.g. university, college and apprenticeships)</p>	<p>Year 9 careers assemblies Year 8 PD Aspire: World of Work Year 9 PD Aspire: Transitions, jobs bank PD session Year 9 options programme</p>	<p>TBC Autumn Autumn Autumn</p>	<p>1, 3, 4,</p>
<p>d. being aware that many jobs require learning, skills and minimum qualifications</p>	<p>'Job of their dreams' activity alongside the 'world's most unusual jobs' Assembly jobs which did not exist 1, 5, 10 years ago... Year 8 PD Aspire: World of Work Year 9 PD Aspire: Transitions, jobs bank PD session</p>	<p>Summer/Y7</p>	<p>2, 3, 4, 5</p>
<p>e. being aware of the range of different sectors and organisations where they can work</p>	<p>Year 7 PD Aspire: Aspirations, Start PD session STEM starters and plenaries</p>	<p>Autumn Autumn</p>	<p>2, 4, 5 2, 4</p>

f. being aware of the range of ways that organisations undertake recruitment and selection	Year 9 PD Enterprise, 'Employment' lesson	Spring	4, 5
<b>Manage Career</b> (4,11,15,17)			
a. being aware that career describes their journey through life, learning and work	How did I get where I am? Assemblies eg, The Foz versus Mr Foster KS3 Aspirations survey KS3 PD+ sessions	TBC Spring Ongoing	1, 2, 3, 8
b. looking forward to the future	Decision-making PD in year 8 which helps students to decide on their GCSEs but also engages them in wider thinking about decision-making. Year 9 options process KS3 Aspirations survey KS3 Academic reviews KS3 Subject reviews	Autumn  Autumn Spring/Sum Aut/Spring	1, 3, 4, 8
c. imagining a range of possibilities for themselves in their career	KS3 Aspirations survey Year 9 options process Working Lunches KS3 Academic Review Curriculum links with careers	Spring/Sum Autumn All Aut/Spring All	1, 3, 4, 5
d. being aware that different jobs and careers bring different challenges and rewards	Year 7 Aspire: Aspirations Year 8 Aspire: World of Work Working Lunches	Autumn Autumn All	3, 4, 5
e. managing the transition into secondary school and preparing for choosing their GCSEs	Year 6 Induction programme inc Primary visit, taster days and earlier start date in Sept compared to Years 8 to 11. Year 9 options process including parent information evenings, taster days, subject fayre, and subject fortnight Year 7 and 8 – sharing experiences PD +	Spring/Summer Autumn/ Spring  Autumn	1, 3, 4

f. learning from setbacks and challenges	KS3 assemblies Year 7 PD Mental Wellbeing, 'Coping Strategies' lesson KS3 Academic Reviews	Spring Aut/Spring	1, 3, 8
<b>Create opportunities (12,14)</b>			
a. developing friendships and relationships with others	Year 7 induction programme Community Credits	Autumn	1, 3
b. being aware that it is important to take initiative in their learning and life	Bronze DofE launched in Year 9 KS3 Learner Literacy	Summer All	3, 4, 8
c. being aware that building a career will require them to be imaginative and flexible	Assemblies inc range of subjects eg, Art, Geog, RPE, History, English, Theatre Arts Greatest Showman PD session Year 9 Alan Watts assembly	All TBC TBC	3, 8
d. developing the ability to communicate their needs and wants	KS3 Subject reviews KS3 Academic reviews KS3 Student council	Aut/Spring Spring/Sum	3, 4
e. being able to identify a role model and being aware of the value of leadership	KS3 Assemblies e.g. led by sixth form leadership team	All	3, 7
f. being aware of the concept of entrepreneurialism and self-employment	Enterprise competition for Year 7 Year 9 PD Enterprise, 'Business Enterprise' lesson Year 9 options programme Working Lunches	Summer Autumn Autumn All	4, 5, 6
<b>Balance life and work (9,13)</b>			
a. being aware of the concept of work-life balance	Year 7 PD Mental Health 'Mental Wellbeing' Assemblies and pastoral care Working lunches	Autumn All All	3, 5
b. being aware that physical and mental wellbeing are important	Year 7 PD Mental Health 'Mental Wellbeing' Year 7 PD Mental Health 'Physical Health'	Autumn Autumn	3, 4

	Assemblies and pastoral care eg, form tutors	All	
c. being aware of money and that individuals and families have to actively manage their finances	Year 7 PD Enterprise lessons 'Money', 'Budgeting & Saving' and 'consumerism' Year 9 PD Enterprise lesson 'Financial exploitation'	Autumn	4
d. being aware of the ways that they can be involved in their family and community	Year 8 PD Enterprise lessons 'Social Enterprise' Year 9 PD Enterprise, 'Business Enterprise' lesson KS3 PD 'Taking Part', Morecambe homeless: 7, Trussell Trust: 8, Age UK: 9	Autumn	4
e. being aware of different life stages and life roles	TBC		
f. being aware of rights and responsibilities in the workplace and in society	Year 8 PD Enterprise lesson 'Employment' Year 8 PD Enterprise lessons 'Social Enterprise' Year 7 PD Equality, 'Disability Awareness' lessons	Spring	4, 5
g. recognising the injustices caused by prejudice, stereotypes and discrimination in learning and workplaces	Year 8 PD Enterprise lessons 'Social Enterprise' Year 7 PD Equality, 'Disability Awareness' lessons Year 8 PD Equality, 'Anti-Racism' lesson Year 9 PD Equality, 'Gender Equality' lesson	All	4, 5
<b>See the big picture (5,6)</b>			
a. being aware of a range of different media, information sources and viewpoints	Year 7 PD Aspire: Aspirations using Start PD+ Form time eg, BBC News and newsround	Autumn	2, 3, 4, 5
b. being aware that there are trends in local and national labour markets	STEM starters and plenaries	Autumn	2, 4

c. being aware that trends in technology and science have implications for career	STEM starters and plenaries	Autumn	2, 4
d. being aware of the relationship between career and the natural environment	Year 8 PD Enterprise lessons 'Social Enterprise' Geography – sustainability	Spring	4, 5
e. being aware of the relationship between career, community and society	Year 8 PD Enterprise lessons 'Social Enterprise'	Spring	4, 5
f. being aware of the relationship between career, politics and the economy	Year 8 PD Enterprise lessons 'Social Enterprise' Year 8 PD Equality, 'Equality' lesson	Spring	4, 5

Key Stage 4 Learning aims	Activity/Evidence – things we do	Term	Gatsby Benchmark
<b>Grow throughout life (1,2,3,8,10)</b>			
a. responding positively to help, support and feedback	KS4 Academic Reviews KS4 Subject Reviews Feedback from assessments Feedback from professional partner following Year 10 mock interviews Feedback from professional partner following work experience placement Feedback from further ed interview	Autumn/Spring Spring All Summer Summer Spring/Summer	1, 3, 4, 5, 6, 7 8
b. positively engaging in learning and taking action to achieve good outcomes	Learner Literacy and everyday reviewing delivered through PD and PD+ Assemblies eg, metacognition and self-regulation (positives/nudges)	All All ½ termly	3, 4

<p>c. recognising the value of challenging themselves and trying new things</p> <p>d. reflecting on and recording achievements, experiences and learning</p> <p>e. considering what learning pathway they should pursue next</p> <p>f. reflecting on their heritage, identity and values</p>	<p>KS4 student trackers (effort and attainment) Start PD sessions</p> <p>Assemblies eg, Duke of Edinburgh, NCS, Danny MacAskill KS4 Academic reviews inc target setting Work experience Post 16 applications</p> <p>KS4 Academic reviews inc target setting KS4 awards events Logging PBL using CREATE KS4 Subject reviews KS4 CV's and personal statements</p> <p>KS4 assemblies eg, post-16 pathways inc colleges and alumni Interest questionnaires, results discussed during 1:1 personal guidance consultation KS4 Academic reviews KS4 Subject reviews Careers Fairs Working lunches</p> <p>KS4 PD 'Equality' scheme of work</p>	<p>All Autumn/Spring Summer Spring/Summer</p> <p>Autumn/Spring Summer All Spring Spring/Summer</p> <p>All All</p> <p>Autumn/Spring Spring Spring All</p> <p>All</p>	<p>3, 4, 5, 6, 7</p> <p>3, 4, 5, 6, 7</p> <p>2, 3, 4, 7, 8</p> <p>1, 3</p>
<p><b>Explore possibilities</b> (7,10,16)</p> <p>a. considering what jobs and roles are interesting</p> <p>b. researching the labour market and the education system</p>	<p>During careers education lessons (in PD) students identify the 'job of their dreams' KS4 Aspirations survey Use of new world of work 'Job Clusters' Start Working Lunches Enrichment activities with Professional Partners</p> <p>Mock interviews and work ready programme Year 11 PD Enterprise, 'Employment' lesson</p>	<p>Autumn Autumn Spring All All All</p> <p>Summer Y10 Autumn</p>	<p>1, 3, 4, 5, 6</p> <p>2, 3, 4, 5 2, 4</p>

	KS4 Assemblies PD+ STEM starters and plenaries		2, 3, 4, 5, 6, 7, 8
c. recognising the main learning pathways and considering which one they want to follow and how they will access and succeed in it	Year 11 PD Aspire, 'Post-16 Destinations' Post-16 Destinations surveys KS4 Academic Reviews inc targets KS4 Subject Reviews Student evaluation of work ready programme KS4 assemblies 1:1 personal guidance consultation	Oct Termly Autumn/Spring Spring Summer All All	2, 4, 5, 6, 7
d. researching the learning and qualification requirements for jobs and careers that they are interested in	Start Key websites eg, Start, UCAS, ASK Careers Library 1:1 personal guidance consultation, action plan targets KS4 Academic Reviews inc targets School website with key further and higher linked websites KS4 Assemblies eg, ASK, Alumni and Professional Partners Work Ready Programme	All All All All Autumn/Spring All All Summer	2, 3, 5, 6
e. researching the range of workplaces and what it is like to work there	Year 11 PD Enterprise, 'Employment' lesson Work Ready Programme Working Lunches Start Careers Library	Autumn Summer All All All	3, 4, 5, 6
f. researching how recruitment and selection processes work and what they need to do to succeed in them	Work Ready programme inc CV's and personal statements Transactional writing in English Spoken English exam Letter of persuasion KS4 Academic Reviews KS3 Subject Reviews	Summer Spring Spring Spring Autumn/Spring Spring	3, 4, 5, 6, 8



<p><b>Manage Career</b> (4,11,15,17)</p> <p>a. recognising the different ways in which people talk about career and reflecting on its meaning to them</p> <p>b. building their confidence and optimism about their future</p> <p>c. making plans and developing a pathway into their future</p> <p>d. considering the risks and rewards associated with different pathways and careers</p> <p>e. taking steps to achieve in their GCSEs and make a decision about their post-16 pathway</p>	<p>Professional partner and alumni assemblies Year 10 PD Mental Wellbeing, 'KS4 challenges' lesson Work ready programme Logging PBL using CREATE</p> <p>KS4 Academic Reviews inc targets 1:1 personal guidance consultation, action plan targets PD+ contact time with form tutors and learning coaches KS4 Aspirations survey</p> <p>KS4 Academic Reviews inc targets 1:1 personal guidance consultation, action plan targets PD+ contact time with form tutors and learning coaches KS4 assemblies Year 11 PD Aspire: 'Post-16 Destinations' Encounters with professional partners eg, working lunches</p> <p>KS4 Academic Reviews inc targets 1:1 personal guidance consultation, action plan targets PD+ contact time with form tutors and learning coaches KS4 assemblies Year 11 PD Aspire: 'Post-16 Destinations' Encounters with professional partners eg, working lunches</p> <p>KS4 Academic Reviews inc targets KS4 Subject Reviews 1:1 personal guidance consultation, action plan targets PD+ contact time with form tutors and learning coaches KS4 assemblies Year 11 PD Aspire: 'Post-16 Destinations' Encounters with professional partners eg, working lunches</p>	<p>All Spring Summer All</p> <p>Autumn/Spring All All Autumn</p> <p>Autumn/Spring All All All Oct All</p> <p>Autumn/Spring All All All Oct All</p> <p>Autumn/Spring Spring All All All Oct All</p>	<p>3, 4, 5, 6</p> <p>1, 3, 4, 5, 7, 8</p> <p>3, 4, 5, 6, 7, 8</p> <p>3, 4, 5, 6, 7, 8</p> <p>3, 4, 5, 6, 7, 8</p>
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f. thinking about how they deal with and learn from challenges and setbacks	KS4 Assemblies eg, Alan Watts, Your Future Year 11 PD Mental Wellbeing, 'KS4 challenges' lesson KS4 Academic Reviews	All Autumn Autumn/Spring	3, 4, 5, 6, 7,8
<b>Create opportunities (12,14)</b>			
a. developing friendships and relationships and reflecting on their relationship to their career	Enterprise challenge Fundraising event eg, Children in Need Work Ready Day team building activities with the Army Developing emotional intelligence using the CREATE framework to reflect on managing myself and managing others	Summer All Summer All	3, 4, 5, 6, 7
b. starting to take responsibility for making things happen in their career	Post-16 applications CV and personal statement writing Attendance at careers fairs in person/virtual Researching courses PD+ with form tutors and learning coaches 1:1 personal guidance consultation, action plan targets	Spring/Summer Summer Y10 All All All All	2, 3, 4, 5, 7, 8
c. being able to reflect on and change their career ideas and the strategies that they are pursuing to achieve them	KS4 Academic Reviews Post-16 applications process inc interviews Attendance at careers fairs in person/virtual Researching courses PD+ with form tutors and learning coaches 1:1 personal guidance consultation, action plan targets	Autumn/Spring Spring/Summer All All All All	2, 3, 4, 5, 7, 8
d. being willing to speak up for themselves and others	School council No Pen PD has helped to focus on developing 'oracy' and Learner Literacy	All All	3
e. being able to discuss roles models and reflect on leadership	Year 10 re-setting standards and role models Work ready day team building activities Developing relating to others, enterprise and thinking skills using the CREATE framework	Summer Summer All	3, 4, 5, 8

f. researching entrepreneurialism and self-employment	Developing enterprise and thinking skills using the CREATE framework Work ready programme Alumni and professional partner assemblies ie, self-employed focus QESTudio Business and Enterprise lessons Year 11 PD Enterprise: 'Employment'	All Summer All All Autumn	3, 4, 5, 6
<b>Balance life and work (9,13)</b>			
a. reflecting on the different ways in which people balance their work and life	Incorporation of career patterns into PD+ and assemblies (Hopson and Ledger). Single-track, serial, lifestyle and portfolio careers Alumni and Professional Partner led assemblies eg, stop drifting/start rowing New world of work job clusters (adapted from Australia) Work experience	All  All All Summer	3, 4, 5, 6
b. reflecting on their physical and mental wellbeing and considering how they can improve these	Year 11 PD Mental Wellbeing, 'KS4 challenges' lesson PD+ and assemblies Self-care September	Autumn All Sept	1, 2, 3, 4
c. recognising the role that money and finances will play, in the decisions that they make and, in their life and career	Year 10 PD Enterprise, 'Debt' lesson Year 11 PD Enterprise, 'Independent finance' lesson Santander work ready day finance session Year 11/13 forum eg, question on the cost of student life, apprenticeships etc ASK assembly inc LMI, regional salary averages and house prices	Autumn Autumn Summer Spring Autumn	2, 3, 4, 5, 6, 7
d. recognising the role that they play in their family and community and considering how that might shape their career	Incorporation of career patterns into PD+ and assemblies (Hopson and Ledger). Single-track, serial, lifestyle and portfolio careers Year 10 and 11 PD 'Taking Part' eg, Amnesty International and Greenpeace	Autumn  Spring	3, 4
e. considering how they want to move through different life stages and manage different life roles	Incorporation of career patterns into PD+ and assemblies (Hopson and Ledger). Single-track, serial, lifestyle and portfolio careers Promotion of lifelong education intertwined with employment and enterprise in PD+ and assemblies	Autumn  All	3, 4, 7

<p>f. developing knowledge of rights and responsibilities in the workplace and in society</p> <p>g. identifying what they can do, individually and with others, to challenge prejudice, stereotyping and discrimination in learning and workplaces</p>	<p>Year 11 PD Enterprise: 'Employment' Year 11 PD Equality lessons eg, LGBT+ Rights, Religious discrimination, Extremism Stereotyping workshop during work ready day</p> <p>Work ready day workshops eg, stereotyping Year 11 PD Enterprise: 'Employment' Year 11 PD Equality lessons eg, LGBT+ Rights, Religious discrimination, Extremism</p>	<p>Autumn Spring</p> <p>Summer</p> <p>Summer Autumn Spring</p>	<p>3, 4, 5, 6, 7</p> <p>3, 4, 5, 6, 7</p>
<p><b>See the big picture (5,6)</b></p> <p>a. evaluating different media, information sources and viewpoints</p> <p>b. exploring local and national labour market trends</p> <p>c. exploring trends in technology and science</p> <p>d. exploring the relationship between career and the environment</p> <p>e. exploring the relationship between career, community and society</p>	<p>Year 11 PD Enterprise, 'Employment' lesson PD+ an integral theme is local labour market information, including the local community and society. Students interpret statistics on the local economy, investigate community initiatives and evaluate employment opportunities in the area. Opportunity to compare factual/impartial with promotional/biased English</p> <p>PD+ an integral theme is local labour market information, including the local community and society. Students interpret statistics on the local economy, investigate community initiatives and evaluate employment opportunities in the area</p> <p>Year 11 PD Enterprise, 'Employment' lesson During Science lessons students investigate gender stereotypes in STEM and new careers brought about by technology.</p> <p>TBC</p> <p>Incorporation of career patterns into PD+ and assemblies (Hopson and Ledger). Single-track, serial, lifestyle and portfolio careers Promotion of lifelong education intertwined with employment and enterprise in PD+ and assemblies Year 10 PD Enterprise, 'The Economy' lesson</p>	<p>Autumn All</p> <p>All</p> <p>Autumn All</p> <p>All All Autumn</p>	<p>3, 4, 5, 7</p> <p>2, 3, 4, 5, 7</p> <p>2, 3, 4, 5,</p> <p>2, 3, 4, 5</p>

f. exploring the relationship between career, politics and the economy	PD+ and assemblies Year 10 PD Enterprise, 'The Economy'	Autumn	3, 4
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Post 16 Learning aims		Term	Gatsby Benchmark
<b>Grow throughout life (1, 2, 3, 8, 10)</b>			
a. actively seeking out help, support and feedback	Specific references to this are required in the UCAS or Apprenticeship personal statement Academic Reviews and various PD sessions allow for this self-evaluation where students set their own targets	Autumn (13) All	3, 7, 8 3, 4, 7, 8
b. taking responsibility for their learning and aiming high	EPQ require students to engage in reflection and evaluation of their strengths and weaknesses as a learner Presentations to younger students in assemblies KS5 Academic reviews	All All Autumn/Spring	3, 7, 8
c. seeking out challenges and opportunities for development	Silver and Gold Dof E All students complete a personal statement; this process includes an analysis of strengths and aspirations. Production of the PS is supported in PD and the HE Day	All Autumn (13)	2, 3, 4, 5, 7, 8
d. reflecting on and recording achievements, experiences and learning and communicating them to others	All students complete a personal statement; this process includes an analysis of strengths and aspirations. Production of the PS is supported in PD and the HE Day KS5 Academic Reviews	All Autumn/Spring	2, 3, 4, 5, 7, 8

<p>e. planning their next steps in learning and work</p> <p>f. discussing and reflecting on the impact of heritage, identity and values</p>	<p>Use of the Start website to explore potential careers Networking opportunities e.g. Apprenticeship evenings and Higher Apprenticeships events that students are taken to Inspira/Careers Advisor 1-2-1 interviews</p> <p>The QES Values, discussed in many PD sessions, emphasise the need to look beyond the purely material and value the past and its traditions The QES Values are a focus of PD, assemblies, tutor time and all departments ensuring that these values are supported e.g. race, religion, age, disabilities and any other barriers to equality and inclusion Many students are involved in the Diversity Group and Amnesty International, both support the Values actively</p>	<p>All</p> <p>All</p>	<p>2, 3, 4, 5, 7, 8</p> <p>2, 3, 4, 5, 7</p>
<p><b>Explore possibilities (7, 10, 16)</b></p> <p>a. developing a clear direction of travel in their career and actively pursuing this</p> <p>b. actively seeking out information on the labour market and education system to support their career</p> <p>c. having a clear understanding of the learning pathways and qualifications that they will need to pursue their career</p>	<p>The PD programme includes a number career elements where students are able to consider such perspectives e.g. a year in industry, self-employment, apprenticeship, UCAS express Noticeboards and students receive regular emails exploring opportunities Working lunches</p> <p>The Start website Hopson and Ledger model of career paths is discussed in assemblies Charitable sector highlighted in assemblies and during form times work experience in year 12 Students undertake a week of work experience in Year 12 that they organise themselves</p> <p>This tends to be subject specific; the Vocational courses cover this element explicitly and some students arrange bespoke work experience University Open Days Promotion of various summer schools and taster courses Department ICAG noticeboards</p>	<p>All</p> <p>Spring/Summer</p> <p>All</p>	<p>2, 3, 4, 5, 7</p> <p>2, 3, 4, 5, 7</p> <p>2, 3, 4, 5, 6, 7, 8</p>

d. actively researching and reflecting on workplaces, workplace culture and expectations	PD programme includes a session on being self-employed that covers some of these issues and visiting speakers often come into school to cover topics such as blogging and vlogging in business, as well as A Year in Industry Speakers for Schools talks regularly advertised and logged onto virtually	2/ All	2, 3, 4, 5, 6, 7, 8
e. analysing and preparing for recruitment and selection processes	PD session on Interview Preparation, including Skype, Teams and phone interviews Bespoke mock interviews arranged for many students applying for HE courses and apprenticeships College/university interviews	2/ All	2, 3, 4, 5, 6, 7, 8
<b>Manage career (4, 11, 15, 17)</b>			
a. being able to describe the concept of career and say what it means to them	KS5 introduces students to LinkedIn and other career management tools and provides an opportunity to engage directly with employers.	Autumn	3, 5, 6, 7
b. building their confidence and optimism about their future and acting on it	Discussion in form time of future requirements both locally and nationally – which jobs are likely to increase and decrease and which sectors are set to expand – part of the World of Work PD – where students look at public sector vs private in the national and local context	Spring	3, 5, 6, 7
c. actively planning, prioritising and setting targets for their future	Work experience opportunities set out during Activities Week in Year 12 UCAS Express sessions	Summer All	3, 5, 6, 7
d. considering the risks and rewards of different pathways and career and deciding between them	Changing careers, portfolio work, zero hours contracts, travelling and working away from home are discussed during form times and PD	All	3, 4, 7
e. managing the transition into the post-16 learning context and preparing for post-18 transitions	PD programme e.g. the cost of having children, and the world of work and the payslip Future Learn is advertised in the UCAS booklet as a MOOC that offers transition courses Preparing for University, apprenticeships PD	Spring/Summer	2, 3, 4, 5, 7

f. being proactive about being resilient and learning from setbacks	Assembly on unpaid internships (The Pursuit of Happiness) Silver and gold D of E Covid recovery sessions	Spring/Summer	2, 3, 4, 5, 7
<b>Creating opportunities (12, 14)</b>			
building and maintaining relationships and networks within and beyond the school	Part time jobs (during school hours for some Studio students) Opportunity to talk to employers at the Apprenticeship Evening LinkedIn account QENetwork using social media	Spring All	2, 3, 8
being proactive about their life, learning and career	Access to the Careers Hub, the 6th Form Leadership Team and vocational coordinator (level 6 trained) QENetwork LinkedIn	All	2, 3, 8
being creative and agile as they develop their career pathway	Employability skills using CREATE at QESTudio Incorporation of career patterns into PD+ and assemblies (Hopson and Ledger). Single-track, serial, lifestyle and portfolio careers	All	3, 4, 5, 8
representing themselves and others	Leadership Teams for both QES and Studio Reading and Numeracy Clubs with lower school pupils	All	3
acting as a leader, role model or example to others	All-Year clubs, activities, drama/music/sport Leadership Teams for both QES and Studio Reading and Numeracy Clubs with lower school pupils	All	3
considering entrepreneurialism and self-employment as a career pathway	PD session on Self Employment	Spring	3, 5
<b>Balance life and work (9, 13)</b>			
a. planning for the kind of balance of work and life that they want	PD session on Shifting Expectations Northumbria University presentation on Stress Management Assemblies also focus on the notion of happiness being a balance between meaning and reward	Autumn/Spring	3, 5, 8



	Incorporation of career patterns into PD+ and assemblies (Hopson and Ledger). Single-track, serial, lifestyle and portfolio careers		
b. taking action to improve their physical and mental wellbeing	Some students undertake Silver and Gold D of E, some do NCS Mental Health group organise Wellbeing Week and Blue Monday	All	3
c. beginning to manage their own money and plan their finances (e.g. thinking about student loans)	Finance and budgeting is included in the PD programme Student Finance presentation from Cumbria University Assemblies on credit scoring and saving Assembly on Pensions	All	3, 4, 5, 7
d. actively shaping their involvement in their family and community as part of their career planning	PD session on relationships also touches upon key ideas of self-image and identity Assemblies throughout the year require students to think about their intrinsic motivation, as well as notions of service in the community (work at St Mary's, and Kirkby Lonsdale Town Council)	All	3, 4, 5, 7, 8
e. planning for different life stages and considering the different life roles that they want to play	Talks from Alumni in PD and lunchtimes Success Stories on the school website, alumni, LinkedIn and QENetwork	All	3, 5, 7, 8
f. being aware of their role in ensuring rights and responsibilities in the workplace and in society	E-safety PD session covers malpractice and gross negligence with IT – information aimed at preventing these outcomes In 2021/22 to add employer liability and trade union awareness	Spring	3, 4
g. taking action to challenge prejudice, stereotypes and discrimination in learning and workplaces when they encounter them	Equality and Respect Group discuss equality rights in school community and beyond	All	3, 4
<b>See the big picture (5, 6)</b>			
a. evaluating different media, information sources and viewpoints and reflecting on the	Students explore the impact of Teams and Social Media on their career through E-Safety session encouraging positive use	Spring	3, 4, 5, 7

best way to get information for their career			
b. exploring and responding to local and national labour market trends	Job/apprenticeship opportunities are advertised via email, in assemblies, form time and on the common room noticeboards Apprenticeship Evenings	All	2, 3, 4, 5, 7
c. exploring and responding to trends in technology and science	Students receive information in their science/technology based subjects	All	2, 3, 4, 5,
d. exploring and responding to the relationship between career and the environment	Sustainability Group explore these possibilities, also in depts Trends in global market economies, new technology, and the impact this has on the environment are all covered in assemblies	All	2, 3, 4, 5
e. exploring and responding to the relationship between career, community and society	Students encouraged to undertake voluntary work both in and out of school The 6th form magazine explores this in articles	All	3, 4
f. exploring and responding to the relationship between career, politics and the economy	Assembly on world economics run by JK Mortgages and renting PD session – also knowledge of ISAs The world of work and payslip PD session also deals directly with this	Autumn/Spring	3, 4