



STREATHAM & CLAPHAM HIGH SCHOOL

Futures and Aspirations Policy

Person(s) responsible for this policy		Head of Careers, Academic Director, Senior Deputy Head Master	
Last review by	L Cooper	Review date	March 2021
Date of next review		September 2023	

What is the aim of the Programme?

Our aims are set with reference to both national policies and guidelines and the particular context of the school and its students.

- The aim of the programme is to ensure that all Streatham & Clapham High students are given the opportunity to develop skills in employability and entrepreneurship, and to receive up to date unbiased information into the future pathways (including higher education future employment) that will be available to them upon leaving Secondary education, so they can make an informed choice
- The Futures and Aspirations Programme at SCHS has been designed to be Gatsby compliant and to meet the GDST CEIAG Provision requirements
- Additionally, the programme provides a framework for meeting statutory requirements, promoting equality of opportunity and avoiding stereotyping, encouraging participation in Higher Education, developing enterprise and employability skills and contributing to the attainment of economic wellbeing and financial capability.
- Enhance the partnership between the school, parents, external services, employers and the local community.
- Provide pupils with comprehensive, up-to-date and unbiased information about careers and higher education to facilitate informed choice.

Who delivers the Futures and Aspirations Programme?

- The Futures and Aspirations Programme is a whole-school programme that has been conceived, designed and implemented by the Head of Futures and Aspirations, Mrs Laura Cooper, with support from the Academic Director, the Second Master and the Head of Sixth Form.
- The Head of Futures and Aspirations is also supported by a select number of Careers teaching staff, some of whom have been members of the Careers department for over 4 years. All Careers teachers receive training on the delivery of the programme at the start of each term during INSET days and in meetings throughout the year.
- Some elements of the programme are delivered by the Academic Director, Head of Sixth Form, Form Tutors and Heads of Department at pivotal moment during the year e.g. before deciding GCSE Options and preparing for Sixth Form Entry

Who benefits from the Futures and Aspirations at SCHS?

During their time at school pupils are entitled to a comprehensive, unbiased and relevant programme of careers education.

- Every student at SCHS is included in the Provision. U3, L4, U4 and the L6 have a fortnightly Careers lesson and differentiated initiatives, outlined below, take place throughout the academic year.
- The L5 are taken off timetable once a year for a week to undertake meaningful Futures and Aspirations activities
- The U5 and the U6 receive one-to-one Careers interviews from certified careers advisors before critical decision-making times during the school calendar (for GCSE and Higher Education/Future Pathways Options)

Key initiatives throughout the school year

- Fortnightly lessons offered to all SCHS students at Key Stage 3 and 5. Schemes of work have been created using the DOTS methodology (Law and Watts, the National Institute for Careers Education)
- At Key Stage 3, the half termly event: *So What Does a Career mean to You and Me* is offered, with Q&A sessions with professionals from varying industries visiting the school
- At Key Stage 4, students receive psychometric testing, personal Careers interviews with certified advisors, a *Skills & Futures Week* consisting of an Assessment Centre Day and a visit to a university
- At Key Stage 5, each L6 students receives a one-to-one *Futures and Aspirations meeting* with the Head of Futures and Aspiration in the first half term, followed by competency interview training and subsequently an interview with a professional from an industry they have expressed interest in during the Spring term. There is a week dedicated to Higher Education during the summer term, in which L6 students learn about the UCAS programme and alternatives to university (Higher Ed and Degree Apprenticeships, for example.) The U6 receive a personal careers guidance interview from a certified careers advisor in September, before finalising UCAS applications and applicants for degrees and higher education pathways (including degree apprenticeships) are offered online interviews with professionals from their intended future pathway and other GDST schools, to enhance their understanding of the forthcoming rigorous application process. For both L6 and U6, careers talks from varying industry professionals take place during *Head Masters Lectures* and during form time activities throughout the year
- Whole-school events have been added to the school calendar such as the *Annual Careers Fair* and *Guest Speaker assemblies* and the *SCHS networking and alumnae evening* to ensure a wide range of industries and future pathway information is available to all students throughout their time at SCHS

How is the Futures and Aspirations Programme monitored and evaluated?

- In SLT meetings, termly
- Progress Surveys are sent to students receiving lessons in the Programme are collated and analysed twice a year
- In meetings with the Head of Futures and Aspirations and Careers teachers, termly, which are then discussed with the Deputy Head Academic
- Action plans including an assessment of pupil's current knowledge and skills are drawn up after aptitude testing
- The Futures and Aspirations Department is subject to assessment by external agencies as part of the regular school inspection programme.

Resources

- Staff: Five members of staff have direct responsibility for the delivery of the Futures and Aspirations Programme however, this work is also supported by Heads of Year, individual subject teachers, Form Tutors and the Academic Director and Head of Sixth Form.
- The GDST Alumnae Network and online GDST networking sites, such as GDST Rungway
- Unifrog, an online careers platform for Key Stage 3, 4 & 5
- Morrisby an online careers platform for Key Stage 4 & 5 (offered gratuitously with Psychometric testing for KS4)
- Jed Online for Key Stage 3
- The Futures Library which welcomes all SCHS students during the day and particularly during am registration to discuss and research future pathways using an up to date and widely stocked careers library (Further information is available and regularly updated in the sixth form centre and the main school library)
- Heads of Department display targeted Futures and Aspirations literature on notice boards throughout the school.
- Funding is allocated in the annual budget planned around whole school priorities and deployed by the Head of Futures and Aspirations
- The school website and during communiqués to SCHS parents and the wider school community (e.g. alumnae, former employees and governors)

Relationship to other whole school policies and initiatives

This policy is underpinned by the teaching and learning policy, the PHSCE policy, the work experience policy, the Health and Safety policy, the Safeguarding policy and school initiatives designed to promote resilience, self-awareness and well-being.