Summary of Careers Programme 2026-27

ASPIRATIONAL FUTURES

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ASPIRATIONAL FUTURES

Summary of Careers Programme (CEIAG)

Sacred Heart Catholic High School seeks to ensure that our students will access high quality careers that will improve the experiences of their lives and ensure they are able to successfully and morally influence their own society.

We expect our students to become beacons of social mobility; with school facilitating the highest expectations and ambitions - accessing better paid, better quality work than their peers and increased engagement with top universities and selective courses.

While qualifications remain very important, with few exceptions, they are no longer the only consideration. We recognise that employability or work-readiness is becoming more and more important when potential employers' look for people to fill vacancies. We do everything we can to ensure Sacred Heart students develop these skills and attributes so that they get ahead in the workplace.

In the words of our Foundress, St Madeleine Sophie, *"Education must be concerned not only with studies, but also with whatever may be required for the right ordering of life and requirements of cultivated society."*

Intent

Sacred Heart Catholic High School's CEIAG has the following aims:

- to contribute to strategies for raising achievement, especially by increasing motivation
- to support inclusion, challenge stereotyping and promote equality of opportunity
- to encourage participation in continued learning including higher education and further education
- to develop enterprise and employment skills
- to contribute to the economic prosperity of individuals and communities
- to meet the needs of all our students through appropriate differentiation
- to focus students on their future aspirations
- to involve parents and carers

In each different Key Stage within school we expect students to:

Key Stage 3	• Describe themselves, their strengths and preferences and begin to develop an informed view of potential careers options. • describe different explanations of what careers are and how they can be developed • be aware of what labour market information (LMI) is and how it can be useful to you identify your personal networks of support • recognise the qualities and skills you have demonstrated both in and out of school that will help to make you employable
Key Stage 4	• Recognise how they are changing, what they have to offer and what is important to them. Alongside this, they begin to prepare themselves for the world of work and develop informed opinions of what they can do next. • discuss the skills involved in managing your own career • be able to find relevant labour market information (LMI) and know how to use it in your career planning • be aware of your responsibilities and rights as a student, trainee or employee for staying healthy and following safe working practices • build your personal networks of support including how to access and make the most of a wide range of impartial face- to-face and digital careers information, advice and guidance services • show how you are developing the qualities and skills which will help you to improve your employability
Key Stage 5	• Assess how they are changing and be able to match their skills, interests and values successfully to requirements and opportunities in learning and work • reflect on changing career processes and structures and their possible effects on your experience and management of your own career development • be able to draw conclusions from researching and evaluating relevant labour market information (LMI) to support your future plans • recognise different levels of risks and understand your responsibilities and rights as a student, trainee or employee for staying healthy and observing safe working practices • develop and make the most of your personal networks of support and show that you are a proactive and discerning user of impartial face-to-face and digital careers information, advice and guidance services • explain how you are developing your employability qualities and skills to satisfy your own expectations and the future expectations of your employers and co- workers

Implementation

The Aspirational Futures CEIAG careers programme is developed as an effective careers programme in line with the government's statutory guidance on careers advice that offers pupils:

- Unbiased careers advice
- Experience of work, and
- Contact with employers to encourage pupils to aspire, make good choices and understand what they need to do to reach and succeed in the careers to which they aspire

In addition, we aim to develop a solid progression in the acquisition of skills needed to take advantage of opportunities, responsibilities and experiences of later life.

Work in careers lessons is also complemented throughout the wider curriculum with careers promotion in that subject area, careers lessons in subjects, careers visits and guest speakers.

The curriculum has a clear end point and is designed to progress with students through their journey through school. Starting with identification of skills and matching of potential careers based upon personal interest and attributes students follow a sequenced curriculum that follows a logical sequence, i.e. students identify skills, they consider initial careers ideas, they reflect on their matching for these areas, they begin to develop material that will enable to access this within key stage 4; they have a knowledge of working opportunities in the North East and have the knowledge of the next steps to enable them to succeed in these choices.

Work within the curriculum is also supplemented with high quality external providers and experiences to ensure that students have a broad range of opportunities to ensure they are prepared for the diversity in the work of work beyond their local community.

Sacred Heart students' have a very broad range of needs but we aim to reflect our local context as much as possible by engaging with key local employers. Likewise, we aim to remain as broad as possible for as long as possible.

Finally, suitable opportunities for students to engage with work experience, virtual work experience or careers related experiences are shared via school blogs, email to students or pastoral leaders and Heads of Department.

Ensuring Independent and Unbiased Advice

We use multiple processes to ensure students receive the best possible independent advice. These include, but are not limited to:

- Careers Assemblies
- Careers guidance interviews from an independent Guidance Counsellor
- Careers guidance at Parents' Evenings
- Careers Fairs
- Use for parents and students of Unifrog Software
- Curriculum CEIAG events.

All students in Y7 to Y13 will encounter at least 3 different employers from a variety of sectors throughout their journey through school. The employers are selected to represent the largest areas of employment in the North East, using current LMI data. Alongside employer talks, further and higher education institutions, training providers and apprenticeship advice is delivered by external speakers.

All students in Y11, 12 and 13 receive a guidance interview from a fully qualified L6 careers guidance advisor provided for by school. prior to making any transition decisions. For Y9 and upwards there will be an independent careers advisor present at all Parents' Evenings. Information is retained and the process is quality assured at the end of the year by student voice survey and in-session quality assurance observations.

All students in Y11, Y12 and Y13 will attend the "Newcastle Careers Fair: My Future: My Choice", hosted at St James' Park in January 2025. The event will ensure students can access employers, education and training providers and a series of talks. Students with additional needs will also receive a further series of talks and additional opportunities. Parents will also be able to attend this event.

Additionally, established during Lockdown and continuing virtually, students in Y8 – Y13 can attend an online Careers Fair, hosted by GT Scholars at the Royal Albert Hall. This is promoted to parents. This gives students and parents the opportunity to learn from speakers from diverse backgrounds, and gain knowledge from professionals from a wide range of universities and corporate organisations.

All students (and parents if they opt in) have a Unifrog account and are shown how to use it to search for independent CEIAG advice. This is also promoted with parents via school blogs, curriculum documentation and at in-school transition events.

Finally, we ensure there is high academic, vocational and technical ambition for all pupils in lessons. Teachers share careers linked to their subjects and invite guest speakers in to school to talk to students. We also have a healthy tradition of visiting employers and workplaces in many curriculum areas.

This allows all pupils to consider all routes without undue pressure being put upon specific routes, whilst still setting challenging targets for pupils.

Key Stage 3 – Curriculum

In each year, during PSHCE, a number of lesson sessions are given explicitly to CEIAG lessons. Students follow a tailored version of the Oxford University Careers Service Ignite Programme. The lessons focus on recognising their interests, skills and potential matches for interesting careers.

The lessons are:

Year 7	**All about Me** **Exploring Career Opportunities** **Skills For Your Future**	• Describe yourself, your strengths and preferences • Tell your own story about what you are doing to make progress, raise your achievement and improve your well being • Recognise the qualities and skills needed for employability and provide evidence for those you have demonstrated both in and out of school • know how to negotiate and make plans and decisions carefully to help you get the qualifications, skills and experience you need
Year 8	**Acting with Confidence** **Having Assertive Conversations**	• To understand how to act with confidence • To understand why being assertive is important • To practice assertive conversations
Year 9	**Your Network** **Information Interviews** **Identifying Your Skills**	• To identify your network • To understand how to expand your network – to learn about jobs and work experience • To understand how to approach someone for an information interview • To understand the difference between closed and open questions • To identify and understand your transferable skills

Visiting Speakers at Key Stage 3

There is a programme of independent external speakers for each year group in Y7, Y8 and Y9. We aim to use former students and key local LMI employers to broaden experiences and aspiration as much as possible. This includes targeted intervention with students via Uni Connect (formerly NECOP).

This year, speakers are planned to be:

Year		Autumn	Spring	Summer	Additional Contacts
7	Who	NHS	Air Force	Amazon	NHS
	Theme	Careers in Nursing	Careers in the Airforce	Careers in Logistics	Careers in the NHS
8	Who	Gateshead Social Services	DWP	Imvelo Ltd	Esh Group
	Theme	Careers in Social Care	What are Apprenticeships?	Careers within the Environment	Careers in civil engineering and construction
9	Who	Deloitte	Equans	Durham University	Specsavers
	Theme	Apprenticeships in Finance and Business	Careers in Construction and Construction Management	What is University?	Apprenticeships/Careers in optometry

Shaded areas show contacts match the updated Provider Access Legislation. It specifies schools must provide at least six encounters with approved providers of apprenticeships and technical education for all their students; with two encounters for pupils during the 'first key phase' (year 8 or 9) that are mandatory for all pupils to attend

Parental Engagement at Key Stage 3

There is a section of the CEIAG website dedicated to parents that provides resources to support their daughter's career learning.

Parents are able to access their daughter's Unifrog account. There are instructions for parents on how to do this on the school website.

Year 9 Options evening provides students and parents to discuss with staff and curriculum leads careers advice. The Connexions service also provides impartial guidance on this night.

The Year 9 options booklet provides information on accessing local LMI.

Students Surveys

All students in Key Stage 3 are surveyed for a general interest in their careers choices. This information is then shared with Heads of Departments, teachers and tutors so that they can target subject learning experiences to students alongside engagement in careers conversations with their tutor groups and classes.

Key Stage 4 – Curriculum

Year 10 – In-person and Virtual Work Experience

As part of their PSHCE programme, students in Y10 work with ESH Group and their Building My Skills programme.

Building My Skills is an award-winning employability programme run by ESH Group. It gives students the opportunity to meet employers from a range of industries, learn about different career pathways, develop employability skills, and gain a better understanding of the world of work through workshops and employer-led activities.

For Y10 students, Building My Skills is valuable because it helps them explore future career options, understand the skills employers look for, and build confidence in areas such as communication, teamwork, professionalism and interview preparation. The programme raises aspirations by connecting students with real employers and helping them make informed decisions about their next steps in education, training and employment

Work experience opportunities are also shared with students through the Careers Leader so that students can engage with opportunities in the world of work alongside their studies.

In-person work experience happens at the start of Y11 with full preparation occurring during the second half of Y10. Students are required to create a CV and Letter of Application. The in-person programme ensures that students work with parents and tutors to approach suitable companies for a short workplace experience at the beginning of Y11. Unifrog is used to facilitate this process.

Year 11 – Preparing for next steps

Students follow a 5 lesson programme outlining their next steps in learning

Year 11	**Getting to know yourself** **Getting to know a career and feedback from WEx** **Getting to know your options at 16** **Learning how to start that career** **Taking the first steps in applying for a job/work experience**	• Using personal interests to develop careers interests • • Personal transferable skills • LMI Opportunities in the North East • Access to main areas of work in the North East • Students are aware of range of courses post 18, including Apprenticeships, degree level apprenticeships, employment and degrees. • Advantages and disadvantages of each route. • Identify the features of a well written, work-related email • Recognise their own use of email and how it may change in future • Understand the potential consequences of poorly written work-related emails

Study Support and Revision

In order to progress to the next stage of their education successfully students need to do well in their GCSE exams and there are a number of revision events and study skills conferences planned throughout the year to empower them to achieve their best. There is also an after-school study club that is staffed by teachers to support students out of the classroom.

Visiting Speakers at Key Stage 4

There are opportunities for local HE providers to come into school and discuss with full year groups opportunities for vocational learning post 16. Our anticipated speakers programme at KS4 looks like below:

Year		Autumn	Spring	Summer	Additional Contacts
10	Who	Ernst Young	St James Place	Advanced Engineering	Northern Skills
	Theme	Degree Apprenticeships	Careers in Finance	Careers in Electronics & Manufacturing	Apprenticeship
11	Who	Gateshead College	Trinity Academy. Solutions	Newcastle College	Gateshead College
	Theme	T levels	Training Courses	Study at Newcastle College	Study at Gateshead Sports College

Shaded areas show contacts match the updated Provider Access Legislation. It specifies schools must provide at least six encounters with approved providers of apprenticeships and technical education for all their students; with two encounters for pupils during the 'second key phase' (year 10 or 11) that are mandatory for all pupils to attend

Parental Engagement at Key Stage 4

Year 11 Curriculum evening provides students and parents to discuss with staff and curriculum leads careers advice. The Connexions service also provides impartial guidance on this night.

There is also an LMI talk for parents on Y11 options night so that parents can discuss careers with staff as part of the options process.

Y11 Sixth Form Transition Days and SH Sixth Form visits

More than 70% of our students in Y11 choose to join Sacred Heart's Sixth Form. For this reason, we spend a week after GCSE exams ensuring that their transition to Y12 is smooth and host transition events within sixth form so that students can meet their new teachers and pastoral staff.

Destination Surveys

Y11 students are surveyed early in their final year to ensure that their intended destinations can be checked for appropriateness and ambition.

Additional Student Support

Transition Support Programme

A small cohort of Y11 students identified as at risk of becoming NEET are supported in their transition to KS5, employment or college with a dedicated programme of careers engagement in Y11.

The programme provides experiences of the largest employment sectors in the North East with visits to sites, employer discussions and talks and the opportunity to visit training providers and sixth form colleges. Visits are followed up with reflective discussions and students have a workbook with activities to complete with each visit.

The broadening of experiences within the group are used to engage students to attend school, sit exams and see a broader picture beyond their current school day.

SEND Transition Support

SEND students and other students identified as potentially vulnerable by the Y11 pastoral team receive additional transition support.

Students experience an early SEND review to discuss their next steps. Transition plans are agreed with Connexions, SEND Case workers, parents and the student themselves. This offer is extended to students identified as vulnerable by the Head of Year.

After the initial meeting providers identified by the early review are invited in to school to meet students. Following these meetings, visits occur at the identified provides workplace.

CoPE students study a unit concentrating on their next steps as part of their award which includes how to access prospectuses, how to develop CVs, letters of application and complete mock application forms. This also includes a visit to an FE provider. In the past this also involved a visit to a local government Apprenticeship event staged at North Tyneside Council.

On results day, the SENDCo accompanies identified students to a local FE College to help vulnerable students to enrol on appropriate courses.

Suitably differentiated resources in the Learning Centre promote appropriate next steps for SEND students. SENDIASS visit the Learning Centre fortnightly to meet students and support their next step and progression (amongst other areas of support).

External additional support from Newcastle Careers Team

Sacred Heart has a named careers advisor from the Newcastle Careers Team. The careers advisor works with students in Y9 and Y10 who match criteria for additional support, e.g. who are LAC/previously LAC, known to YJS, have a social worker, etc..

In Y11 students, in addition to the criteria for Y9 and Y10, receive further additional support if they are in danger of becoming NEET with low attendance or targeted grades.

Whole School Careers Engagement targeted at PP/FSM Students

NECOP – Future Me

The North East Collaborative Outreach Programme (NECOP) is a consortium of universities in the North East region. They work in school via mentoring, assemblies, events and visits to support students from disadvantaged areas to progress to university. Many events are targeted to raising aspiration and achievement across the whole school population but especially PP/FSM in selected local wards. They target Y9, 10 and Y12.

This is Creative Education (TICE)

Run by the Textiles department and Northumbria University this programme engages students with careers in the fashion and textiles industry. It has a PP focus and recruits from at least 50% of the Y band in Y9.

EY Employability

These workshops are run by Ernst and Young and are hosted in school and in the EY offices in Newcastle. PP/FSM students come in and experience a professional work environment, meet EY professionals, and discuss their career journeys. EY hope to support students on their journey to become work-ready through developing transferable employability skills, building their awareness of different careers, job options and pathways, including apprenticeships and connect them with prospective employers

Mushroom Gallery

Y11 PP/FSM in Y band visit Mushroom Gallery and look at creative career opportunities.

Key Stage 5 – Curriculum

On Sixth Form enrolment day students discuss career plans and their options. Parents receive emailed copies of enrolment guidance to help understand and assist in the choices their daughter is making. All guides include careers opportunities for each subject.

The Sixth Form PSHCE programme provides guidance on applying to university (our main destination for 90% of students), study skills, Student finance and preparation of personal statements and how these can be adapted to CVs.

Our careers provision enables students to:

- Identify their strengths and skills
- Explore progression pathways
- Acquire the skills that employers are looking for
- Make informed choices about their futures
- Research degree programmes
- Identify appropriate universities
- Make successful applications for apprenticeships, employment and further training

A separate document provides a complete overview of the huge number of CEIAG related learning and experiences in Sixth Form.

In 2024/25 sixth form students will work with:

- Success4All - Students develop real-life practical experience and essential employability skills.
- Department of Work and Pensions
- Esh Group
- Social Mobility Foundation
- ASK Apprentices and Training
- Ernst and Young
- PWC
- UNW Accountants
- NECOP Sixth Form Career engagement
- Newcastle University
- Northumbria University
- Leeds University
- Sheffield University
- Manchester University
- Nottingham University
- Bristol University
- Liverpool University
- Loughborough University

Independent Advice and Guidance

Newcastle Careers Service interviews ensure that Y13 students identified as LAC or with an EHCP are provided with a guidance interview.

All other students are offered an additional guidance interview to complement their interview from Y11. Information is retained and the process is quality assured at the end of the year by student voice survey.

Work Experience at KS5

Work Experience week occurs in July of Year 12. Students are supported to find their own placement and are prepared for the experience via PSHCE sessions prior to the event. During work experience week students have to complete a reflective journal based upon the experience. This is used to support applications for university or employment.

Parental Engagement at KS5

There are multiple events for parents in Y12 and Y13. Parents are invited into school to discuss next steps at Key Stage 5, including University, Degree Apprenticeships and Apprenticeships; How to apply to university and how to support their daughter's applications; and How to support competitive applications.

Transition Support Programme

A small cohort of Y13 students not intending to apply to university are supported by Amazing Apprenticeships to ensure they are fully engaged with employment or training after completing their Sixth Form studies. It includes visits to local job fairs with staff and support in the application process for apprenticeships.

Y12 Pupil Survey – Aspirational Futures

Y12 students are surveyed as to potential future interests and career aspirations. This is shared with teaching staff and pastoral leaders so that maximum support can be targeted to the student's aspirations

University Application Support

All students are assigned a personal tutor to act as a guide throughout the university application process. Tutors have experience of writing personal statements and have received CPD to assist them with this process.

Competitive applications are supported by Oxbridge colleges with visits to Jesus, Cambridge and St Anne's, Oxford, interview skills and mock interviews. Medical and other courses requiring admissions tests also receive support with UCAT, etc. School also supports competitive applications with events across The Bishop Bewick Trust Sixth Forms, looking at interview processes and individual feedback.

School provides an applications advisor for all students and they ensure that personal statements and interview preparation is suitable for their needs, e.g. providing MMI, Nursing interview preparation, etc.

University Visits at KS5

All students in Y12 will potentially visit at least 2 Russell Group universities. This includes Northumbria University and Newcastle University (with the option to attend Durham and Sunderland).

Supported Progression Schemes

The Sixth Form Team works with the following University schemes to enhance the applications of our students to University.

Year 12
NU Entry
Durham Supported Progression
Social Mobility Foundation APP City Programme
Sutton Trust Summer School Programme
UNIQ
Cambridge Shadowing
AIM for Oxford
Newcastle MAD Days
Sutton Trust Pathways to Law
Realising Opportunities
Sutton Trust Pathways to Medicine
Next Step York
Discover Sheffield
NTU Nottingham
Sunderland First Choice
Warwick - Pathways to Law, Banking and Engineering
Access to Bristol

Year 13
Access to Leeds
PARTNERs
NU Entry
Access to York

Whole School Plasma Screen Promotions

Month	Theme	Notes
September	Welcome to Aspirational Futures	An outline of the CEIAG programme and web pages at Sacred Heart
October	Guidance interviews	Awareness for Y9 and Y11 Guidance Interviews.
November	Creative Careers	Careers in the creative industries. Careers in industries including advertising, architecture, fashion, film and television, museums and galleries, performing arts and publishing - and the routes to them.
December	Labour Market information in the North East	Prior to selecting Sixth Form or KS4 choices. What sort of jobs are in the North East and the availability of them for students.
January	Sacred Heart Sixth Form	Opportunities available to Sixth Form students to support KS5 Curriculum evening.
February	NHS Careers	Career in the Health Service where you don't need a medical or dentistry degree.
March	National Apprenticeship Week	Apprenticeships at 18 and degree level apprenticeships.
April	Careers in Engineering	Awareness of engineering careers. To coincide with National Engineering Week. Focus on women in engineering, software engineering, civil, chemical, etc…
May	Technology jobs	4th Industrial Revolution as a focus.
June	Women in Computing	Highlight the range of jobs in computing and success stories of women in that field.

"Job of the week" information is also shared on the plasma screens and with tutors so that students gain an awareness of popular or wider related careers actives.

Impact

The careers strategy, which will be updated annually and is monitored by Mr M Donnelly, Director of Ethos, Site and Personal Development, who will have core responsibility of overseeing this to ensure that Sacred Heart remains outward thinking in its approach to careers.

To support this move, careers will feature in Governors meetings for 2025/26 with an annual report expected to enable Governors to provide the necessary challenge to ensure this initiative does not lose momentum.

The updated Careers Strategy will be published on the website for parents and carers to access at any point.

Other measures of Impact scrutinised include:

Survey of student voice after key activities and end of year review

Y11 students were surveyed over the appropriateness of the resources provided, delivery style and delivery timings. Pupil feedback was used to further adapt these lessons for greater student engagement.

Regular Compass Reviews

Compass is used termly to ensure that the school's trajectory for meeting the Gatsby Benchmarks is progressing. Compass reviews are used to inform development plans and guide provision.

Destinations Data Analysis

Student destination data is examined to ensure that the programme in place reflects the actual aspirations of students and is adapted to ensure that advice given prepares students for their next steps. This happens at both KS4 and KS5.

Yearly meetings with CEIAG Governor and additional follow up if required

There are annual meetings with a designated governor to cover progress in meeting both the Gatsby Benchmarks and the effectiveness of in-school careers provision.

Survey of parental views

Alongside internal and student reviews of careers provision, 2025-26, will see continued parental surveys for their opinions on CEIAG provision within school and how they use the school website. Feedback will be used to develop FAQs, signpost to other information and adapt the existing school CEIAG webpages.