



MERRYWOOD
education

CAREER EDUCATION
AND GUIDANCE POLICY

SEPTEMBER 2023

> 1. Introduction

Merrywood Education represents a culture of high aspiration, high expectation, and success. We recognise that careers guidance is an important role in motivating our pupils and promotes a range of quality opportunities towards their future growth. We deliver careers education throughout our school years so that pupils can develop values, skills and behaviours for the wider world as an adult. We want pupils to be well informed when making subject and career driven decisions to emerge from school as a fully rounded individual.

> 2. Aims

Merrywood Education recognises that career guidance is not limited to just one stage in life. For this reason, careers education aims to develop a range of skills, which pupils can draw on at each stage in their career planning. We continually evaluate the delivery and outcomes to improve its effectiveness.

> 3. The eight Gatsby Benchmarks

Benchmark 1 – A stable careers programme

Benchmark 2 – Learning from career and labour market information

Benchmark 3 – Addressing the needs of each pupil

Benchmark 4 – Linking curriculum learning to careers

Benchmark 5 – Encounters with employers and employees

Benchmark 6 – Experiences of workplaces

Benchmark 7 – Encounters with further and higher education

Benchmark 8 – Personal guidance

> 4. Objectives

We want pupils to leave Merrywood with:

1. The skills, knowledge and behaviours to fulfil a happy and successful adulthood.
2. The aspiration for a successful and self-achieving work life.
3. Remove any ceiling for success, pupils are taught that they can achieve anything they want to.

Careers guidance is integrated within our curriculum and is designed to offer early development into the world of work. Guidance is offered in both the current and future world of work and we embed equality and inclusion within our teaching; such as challenging typical gender specific roles and breaking down barriers that any of our children may face.

Key stage	Age-appropriate objectives	Merrywood trips
Lower	<ul style="list-style-type: none"> • Ask pupils questions about their parents/carers work and job roles • Dress up and role play to explore job roles within the curriculum • Introduction to job roles • Visits from external speakers • Pupils link learning to jobs/careers and the wider world exploration • Pupils work individually and as a team on specific questions and tasks during regular sessions or in dedicated activities, to develop career-relevant skills and competence 	<ul style="list-style-type: none"> • Kidzania • Guest speakers
Middle	<ul style="list-style-type: none"> • Pupils work individually and as a team on specific questions and tasks during regular sessions or in dedicated activities, to develop career-relevant skills and competence • Pupils link learning to think about groups of jobs and different industries and sectors • Visits from external speakers • Visits to industries • Pupils engage in college and university taster days 	<ul style="list-style-type: none"> • Food bank • Kingston University taster days • Entrepreneur visits such as a restaurant • Guest speakers

Key stage	Age-appropriate objectives	Merrywood trips
Upper	<ul style="list-style-type: none"> • Pupils reflect on and develop their own competencies, and explore a wide range of possible pathways • Pupils work individually and as a team on specific questions and tasks during regular sessions or in dedicated activities, to develop career-relevant skills and competence • Pupils begin to link their learning/skills and what skills are needed for world of work and specific job/careers and industries • Pupils engage in a career focused curriculum/coaching to explore a range of topics such as entrepreneur, managing money, business, sustainability, presentation skills and more • Pupils explore job/careers through career/job fairs and talk directly with industries • Pupils engage in college and university taster days 	<ul style="list-style-type: none"> • Residential activity based BootCamp

> 5. Assessing the impact on pupils

Our careers education is designed so pupils can give feedback, and their progress measured as they move through the Key Stages. We measure and assess the impact of the programme's initiatives by:

- Feedback from our pupils, families, and teaching staff
- Engagement within their learning and activities
- Discussions with senior leadership and our advisory board
- Life choices after Merrywood

At Merrywood Pupils in key stage 2 should be able to:

- Understand different jobs and careers
- Understand themselves and the skills they need to develop
- Develop confidence in themselves and their abilities

At Merrywood pupils in Key stage 3 should be able to:

- Understand different industries and job roles/careers
- Understand the importance of individual and teamwork
- Challenge typical stereotypes within industries

At Merrywood pupils in Key Stage 4 should be able to:

- Explore different career pathways and higher education options
- Understand how the world of work is changing
- Employers' expectations of them in relation to behaviour at work
- Use work related learning experiences to shape their future career paths and aspirations
- Use a wide range of information resources to make informed choices about their future
- Know where to go for further help
- Think about what they expect of themselves and what others expect of them
- Explain why it is important to develop personal values

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