

SMCS (Wycombe) careers programme should:	Strategic (direction/organisation):	Operational (specific actions and resources):
Develops students' understanding of the employment environment, broadening horizons and ambitions.	<ol style="list-style-type: none"> 1. Each year group completes one unit of PSHE focusing on Careers each year. 2. School website updated with relevant 'Career and labour market information'. 3. Independent Careers Guidance Y10/11/12/13. 4. Annual Careers Week. 	<ol style="list-style-type: none"> 1. PSHE handbook with spiral curriculum shared with all (06.09.2024). 2. School website CIAG section to be updated 06.12.2024. 3. Advice shared by Bucks Skill Hub to be shared directly to students and families. 4. Careers week 19th-23rd May 2025.
Supports students in understanding the skills they need to succeed.	<ol style="list-style-type: none"> 1. Age-appropriate assemblies that meet the PAL (Provider Access Legislation) requirements. 2. Subject-led guest speakers present careers opportunities and employer encounters, scheduled throughout year. 3. Evaluations including pupil, student, staff questionnaires each year ensure that we understand the needs of the community. 	<ol style="list-style-type: none"> 1. Autumn term KS4/5 focus on FE and apprenticeships (Level 3+) through the ASK programme. 2. Spring term Y9 Options Assemblies make explicit link to future careers. 3. Summer term Y7 and 12 HSBC Assemblies. 4. Subject specific assemblies provided. 5. Use of Compass+ Questionnaires.
<p>Provide a careers curriculum across key stages / analysis of effectiveness.</p> <p>All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.</p>	<ol style="list-style-type: none"> 1. Each subject area has a clearly articulated approach to careers and employer encounters. 2. Careers opportunities and employer encounters are mapped to Learning Journeys. 3. Teachers within departments are able to articulate their subject's CIAG offer. 	<ol style="list-style-type: none"> 1. Curriculum development CPD at least once per term (PD/CIAG focus). 2. Subject areas produce a 7-13 statement of intent for PD/CIAG which is stored centrally and disseminated to colleagues. (11.12.2024). 3. Learning Walks are completed to see Careers Curriculum in lessons.
Provide links with local businesses / work experience placements / employer visits and talks with professionals.	<ol style="list-style-type: none"> 1. Employer encounters that link with the students' curricula. 2. Trips to vocations that link with the students' curricula. 3. Annual careers fair during careers week. 	<ol style="list-style-type: none"> 1. Each Subject provides trips as part of their super curricula; HODs ensure that deliberate links to careers are made pre- and post-. 2. Careers fair 19th-23rd May 2025.
Allow students access to resources.	<ol style="list-style-type: none"> 1. A bank of career resources available in the school library reference section. 	<ol style="list-style-type: none"> 1. Careers display board to be installed in the library 06.01.2025.
Promote equality and diversity / equal opportunities for FSM, SEND and EAL students.	<ol style="list-style-type: none"> 1. Individual guidance is available to all students as required/referred. All PP, LAC, PLAC students and students with SEN are seen individually at the start of each academic year and subsequently as needed. 	<ol style="list-style-type: none"> 1. Independent CIAG via Ms. Gogay. Strategic approach to prioritisation: EHCP, LAC and SEN students followed by PP, with monitoring system in place. 2. Additional referrals taken from HOY11-13 on a needs basis.
Develop University & College / choices and application programme. All students should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning.	<ol style="list-style-type: none"> 1. All students will visit at least one university during each Key Stage. 2. Further Education guest speakers deliver age-appropriate assemblies that meet the PAL (Provider Access Legislation) requirements. 3. Year 9 and 12 attend Bucks Skill Show. 	<ol style="list-style-type: none"> 1. Continue partnership with Brunel university with Year 9 and Year 12. 2. Assemblies to be arranged for Spring 2025 with: Bucks College Group and BCA. 3. Attend Bucks Skill Show 05.03.2025. 4. (If appropriate) attend Confident Futures Show with SEN students.
Ensures the majority of students have used up-to-date career & labour market information to help inform study/career decisions.	<ol style="list-style-type: none"> 1. Independent Careers Guidance Y10/11/12/13. 2. School website updated with relevant 'Career and labour market information'. 3. Careers week and Careers fair. 	<ol style="list-style-type: none"> 1. School website CIAG section to be updated 06.12.2024. 2. Advice shared by Bucks Skill Hub to be shared directly to students and families. 3. Careers week 19th-23rd May 2025.

Review date: 03.12.2024
LGB link: George Brzyski

CIAG one sider
Wycombe Sec.

PD Lead: Sam Edmondson,
Martin Fahey (Feb-June 2025)

Is this document available on the school website?

Yes

<https://www.stmichaels.bucks.sch.uk/careers-and-work-related-learning/>