



BLATCHINGTON MILL SCHOOL

CAREERS PROGRAMME - UPDATED JULY 2025

Careers education at Blatchington Mill School is delivered through a programme of tutor activities, featured careers sessions embedded within the curriculum and special planned events where students are able to encounter employers and experience the workplace. It combines units of study which develop students' self-awareness and common employability skills as well as increasing their knowledge and understanding of progression through different education pathways. All of this is built on our solid belief that all learners can achieve great careers with the right preparation, experiences and skills development.

Vision and Purpose

Our vision is to support and inspire all of our students to have high aspirations by ensuring that they have the understanding and experience needed to succeed in their learning and so later, in employment.

We use the Gatsby Benchmarks as an evidence informed approach to provide our careers and guidance provision. They also underpin key actions in the School Development plan. We link this with our school ethos in order to personalise the approach to each student within our community. We believe that a positive experience and knowledge of the world of work can lead to greater achievements, inspiring our students to look beyond their immediate environment.

The Blatch school motto is : involvement, achievement and care. These values significantly input into our careers programme interlinking in all areas of the school to signal the need for individual and collective responsibility, and a desire to achieve great things.

In class, teachers develop a culture of positivity towards learning, linking this to their desired or possible career paths. In form time, teachers support our learners in developing key skills that prepare them for the world of work.

National and Local Expectations

We are committed to meeting national and local expectations in relation to careers by:

1. Providing impartial careers guidance for students in Years 8 to 11 (as required by the 2011 Education Act and the 2018 Careers Strategy). In implementing this duty we will pay particular regard to the DfE's principles of good practice (page 26 the statutory guidance, Jan 2018) and Ofsted's inspection criteria for evaluating careers provision in schools.

2. Fulfilling our duties under the Equality Act 2010 to promote equality of opportunity, foster good relations across all people, eliminate harassment and discriminatory practices and support children with protected characteristics.
3. Supporting the implementation of the Brighton & Hove City Employment and Skills Plan <https://www.brighton-hove.gov.uk/jobs/skills-and-employment> through connecting learners with the local labour market and supporting them on their journey from learning to earning.

Current Priorities

Our careers strategy is informed by our evaluations based around the evidenced best practice associated with Gatsby's 8 Benchmarks for Good Careers Guidance:

Benchmark 1: Having A stable careers programme
Careers is one of the key features of our tutor programme. We utilise a subscription to Unifrog and use their resources to support this. We are also developing Careers sessions across all curriculum subjects. We also take every opportunity available to provide Careers and Post 16 encounters both at school and externally.
Benchmark 2: Learning from career and labour market information
We aim to provide regular and up to date information through our termly Careers Bulletin in regards to labour market information on a local and national level. Learners, parents, students and staff are regularly given updates on the movement within the labour market and how they can access employment or use this information to inform our delivery and guidance for learners in our care.
Benchmark 3: Addressing the needs of each pupil
As an inclusive school, we take addressing the needs of all of our learners incredibly seriously and use our programme to inform and support all learners. We provide a more bespoke experience for those within our community who need additional information and guidance, as well as creating appropriate opportunities for real life experiences to fit the needs of our varied learners.
Benchmark 4: Linking curriculum learning to careers
Our school recognises the positive impact of linking specific careers to the day-to-day learning experience of young people within our community. Our subject teachers highlight key employability skills and are developing a focus on subject specific careers in key lessons.
Benchmark 5: Encounters with employers and employees
Within their school journey, all students will have meaningful encounters with employers and employees within a variety of settings. These experiences are a mixture of in school

and offsite learning opportunities. We are developing our network of employers and employees so if you feel that this is something you can support with, please email our Careers Advisor (chall@blatchingtonmill.org.uk).

Benchmark 6: Experiences of workplaces

All learners will have experienced an experience of a workplace before they become Year 11 learners. Experience of work is delivered in a variety of ways and consideration is given to what is most appropriate and inspiring for the individual. This could be experienced through workshops in lessons, planned in conjunction with those in the relevant industries; in an extra-curricular setting or by visiting a workplace itself. To us, the experience of the processes, skills and tasks reflective of a specific industry are most valuable in ensuring our learners have an accurate picture of the specific industry they are interested in.

Benchmark 7: Encounters with further and higher education

We aim to provide all students with the opportunity to meet post 16 education providers for all possible pathways they can access after their GCSEs. In addition to this, we aim for many students to experience and engage with higher education providers.

Benchmark 8: Personal guidance

We have a tradition of providing excellent guidance and all students will engage in this at key points in their learning journey. Our guidance is led by impartiality and is individual to the learner we are working with. Learners can expect to have guidance in advance of their GCSE option choices and then again before they make their post 16 choices in Year 11.

In addition to these aspects, priorities in school are:

- i. Supporting individual aspirations, improving attainment and ensuring positive destinations for students when they leave the school and later.
- ii. Meeting the needs of all students including specific groups including looked after children, young carers, Pupil Premium students and students with special educational needs.
- iii. Developing students' career awareness and skills, especially those associated with career adaptability, resilience, enterprise and employability.
- iv. Improving young people's working lives by helping them to identify important values associated with employment, including contributing to the wellbeing of others and society through their paid and voluntary work and working in environmentally sustainable ways.
- v. Developing the use of digital technologies to meet young people's career development needs in conjunction with face-to-face support.
- vi. Working with others outside the school to meet students' career development needs; amongst others these might include, parents/carers, alumni and education, community and business partners.

At KS3 we currently offer the following opportunities to all or focussed groups of students:

Completion of the *Future Skills Questionnaire* via Compass+
Social Enterprise Challenge at AMEX/ BHADC/ School (Year 7/ 8)
Teen Tech Festival at AMEX (Year 9)
Dare to Dream programme and mentoring (Year 9)
Barclays Van and staff visit (Year 9)
Architect visit (Year 9)

At KS4 we currently offer the following opportunities to all or focussed groups of students:

Completion of the *Future Skills Questionnaire* via Compass+
Access to trades visit (Year 10)
Southern Water trip (Year 10)
Visits from post 16 providers and taster days (Year 10)
BHASVIC
Varndean College
Newman College
Plumpton College
Meeting with the Post 16 advisor (Year 10/ 11)
Post 16 Transition Evening (Year 11)
University and Apprenticeships Careers event at AMEX (Year 11)
Oxford University Computer Science trip (Year 11)
Sussex Writes trip to University of Sussex (Year 11)
Film music composing workshop (Year 11)

Post 16 providers and employers are all welcome to attend our Year 11 Transition and Progression Evening; to secure a place, they need simply to contact Caroline Hall (chall@blatchingtonmill.org.uk)

Students can request a meeting with our careers advisor Caroline Hall through the Year 11 Office or by contacting the Head of Careers.

Monitoring the Impact of Careers Education

The impact of our careers education programme is measured as follows;

- Use of Compass + to evaluate progress and success against Gatsby Benchmarks.
- Year 11 destination data
- Through feedback gained from students, parents and carers, school staff and local employers.

The Careers Programme is continually being developed and this document will next be updated June 2025.