

Careers (Future Pathways)

Aim

Our aim is to provide an active and dynamic careers programme where pupils undertake a journey of informed self-discovery to identify their values and future pathways. This journey is underpinned by information, resources and practical experimentation, supported by strong industry partnerships.

Culford's Future Pathways Programme is designed to support pupils throughout their time at the school and offer them a range of options when they leave. Our aim is to provide an active and dynamic careers programme where pupils undertake a journey of informed self-discovery to identify their values and future pathways. This journey is underpinned by information, resources and practical experimentation, supported by strong industry partnerships. Using the Gatsby Benchmarks and the CDI Framework, our careers programme helps raise pupils' aspirations, motivation, and therefore achievement. The programme is led and overseen by the Head of Careers, in conjunction with the Senior Deputy Head, Head of Sixth Form and the Head of Learning for Life, with the support of tutors and house staff. Annual reviews with SLT include using the [Career Impact System](#) (CEC).

Within Learning for Life lessons in the Senior School, pupils are introduced to Morrisby, a complete and extensive, impartial online careers programme, with aspiration testing to help pupils find career and study paths best suited to them. Pupils look at the skills and qualifications needed for a variety of roles and subjects, explore possible future options and decision-making strategies to help them choose their GCSE and A Level options. Lower Fifth pupils use the Morrisby Profile psychometric testing, supported by the Head of Careers and tutors, to develop a future development plan. Pupils are invited to have a 1:1 session with a qualified careers adviser. All Senior pupils attend the annual Careers Fair, completing a workbook to make meaningful employer and higher education provider encounters. Upper Fifth pupils attend talks on university, degree apprenticeships and higher education, are invited to a vast number of employer and industry careers lunches, the Oxbridge events and industry talks. All pupils have access to Morrisby and the Culford Career Hub. All resources will be made available to pupils via the Hub and recorded on Morrisby.

Within the Culford VI lessons, Sixth Form pupils use Morrisby to research subjects and courses both in the UK and abroad, as well as degree apprenticeships, job vacancies and labour market information. Lower Sixth pupils undertake the Morrisby Profile psychometric testing and can share their Morrisby page showing favourite courses, universities and degree apprenticeships with parents. Sixth Form pupils also have a programme of careers talks held by employers from a variety of sectors, giving practical advice on applications and skills in the job market. Sixth Form students are expected to complete the Bronze level of the Careers Passport, and are encouraged to complete Silver and Gold to make full use of the careers programme in their preparation for post-18 choices. Other elements of the programme include:

- The 'Life after Culford' programme with seminars and talks by University staff and local employers. Two main conferences, "Future Pathways" and "UCAS and Futures", cover support, guidance and practical preparation actions for all main pathways.
- Regular 'Learning for Life' sessions, focusing on careers (Fourth Form – Upper Fifth)
- Practical Assessment Centre and interview preparation events
- Professional LinkedIn course and support
- Seminars by major employers on Degree Apprenticeships and alternative pathways
- Degree Apprenticeship and direct work-entry pathway workshops, talks and guidance
- Work experience support and guidance

Parental engagement is key to the programme's success. All parents receive regular newsletters from the Careers Padlett and are encouraged to attend key option talks, events and the Careers

Fair. Guides are produced to assist parents with the main pathway options, benefits of 1:1 advice and work experience.

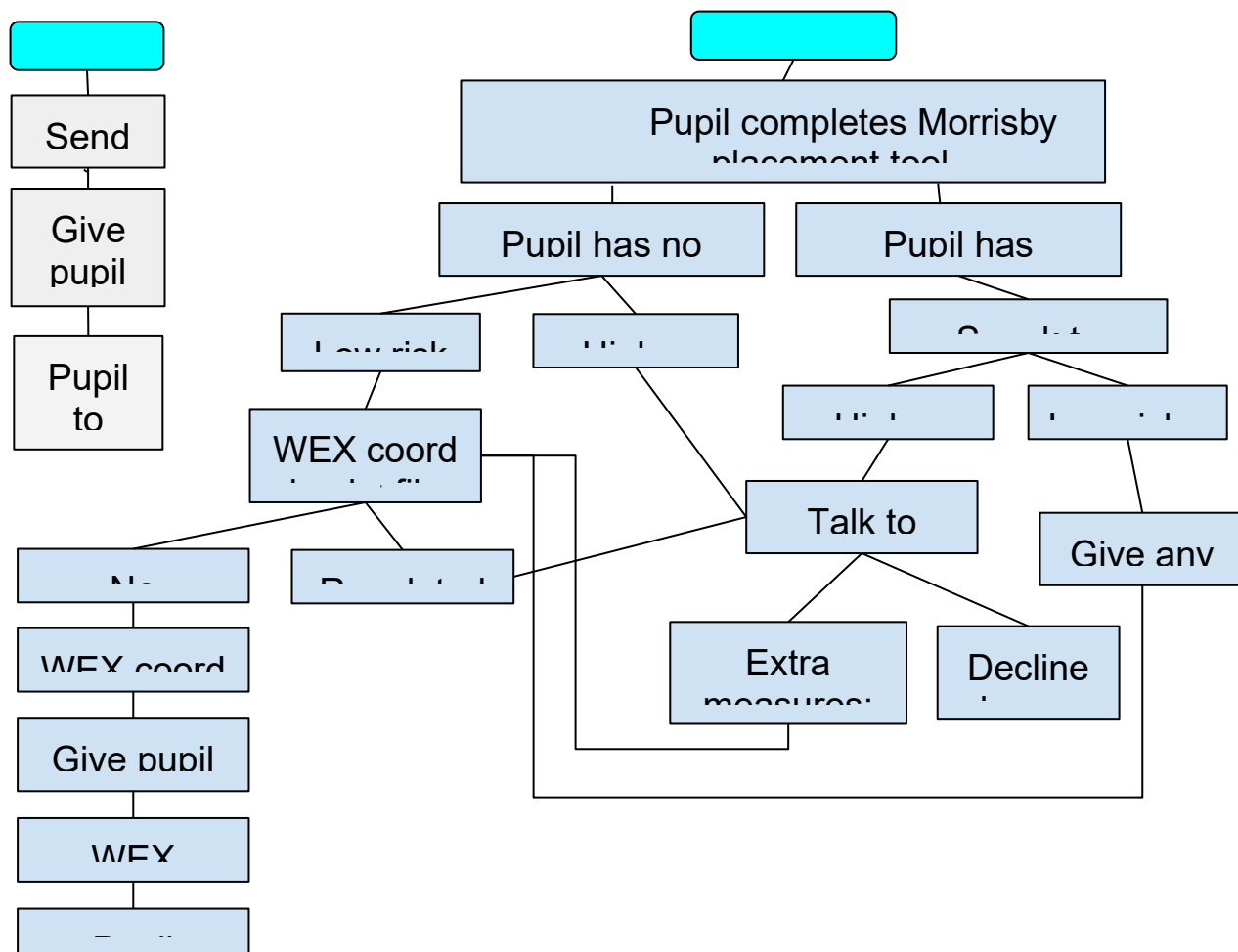
1:1 Career Advice

All career advice is conducted by Level 6 qualified careers advisers who are on the CDI register and who all have to log 25 hours of annual CPD with the CDI. The Head of Careers is a registered practitioner. This ensures all sessions comply with the Gatsby Benchmark and impartiality requirements and also align with our safeguarding policy. All write-ups will be stored on Morrisby and can be seen by the Head of Careers and other necessary staff. Sessions with external advisers are subject to an extra charge, added to pupil bills. All Lower Fifth are offered sessions with external advisers in the Summer term after their Morrisby Profiling and all Lower Sixth are scheduled sessions with the Head of Careers. The Head of Careers prioritises pupils with SEND and tutors assist to identify priority pupils.

Work Experience (WEX)

Culford recognises the value of work experience as a valuable opportunity for pupils to experience a workplace through employer visits, work shadowing or work experience sessions. Through these, pupils can expand their networks and knowledge, increasing their awareness of future pathways and confidence in decision making. We encourage all of our Lower Fifth and Lower Sixth pupils to source and undertake some work experience during the holidays in preparation for their post-16 and post-18 choices. We expect all Sixth Form Students to complete a minimum of three days of independently sourced, relevant work experience during holidays. In-person is preferred; however, all pupils can also use Springpod for virtual work experience as a minimum experience. Permission for term-time authorised absence is given by the Deputy Head and Heads of Year on an individual basis. Preparation talks and guidance are given to both pupils and parents. Morrisby is used to either process the term-time placements, or for pupils to log their experiences during holidays. Term-time WEX placements are administered by the Head of Careers as the Work Experience Coordinator, who, alongside the Head of Sixth Form, DSL and Head of Compliance, has created a procedure to support the guidelines from Norfolk and Suffolk Careers Hub.

The flow chart below is used to capture the process of WEX placements:



Annex:

[Work Experience Guide by Norfolk and Suffolk Careers Hub](#)

Gatsby Benchmarks:

Gatsby Benchmark 1 A stable careers programme	Gatsby Benchmark 2 Learning from labour market information	Gatsby Benchmark 3 Addressing every pupil's needs	Gatsby Benchmark 4 Linking curriculum learning to careers
Gatsby Benchmark 5 Encounters with employers & employees	Gatsby Benchmark 6 Experience of workplaces	Gatsby Benchmark 7 Encounters with further & higher education	Gatsby Benchmark 8 Personal guidance

CDI Framework:

