



Career Advice & Guidance



1. North Cestrian - Careers & Guidance

At Cestrian it's important that all students are fully supported and guided through the process of planning for their futures. With a full a full-time career professional and a programme of education, information, advice and guidance for all students from Years 7-11 we believe our students are well prepared for their futures. All staff at North Cestrian school play an active role in preparing students. We have a full programme of Careers education which is delivered through Personal Development time, morning briefings & assemblies, STEM visits, Colleges visits and also within individual departments and form time. 1:1 independent Career advice completes our Career support in order to make the next steps as personal and accurate as possible.

All students will:

- Develop a deeper understanding of themselves, their abilities and affinities.
- Gain a greater knowledge of the range of opportunities open to them.
- Take part in work & leadership related activities in and out of North Cestrian.
- Understand the labour market and the requirements and expectations of employers.
- Learn to make decisions wisely about their future.
- Be fully prepared to manage change and be fully supported through key transitions periods.
- Learn how to improve their own employability: how to find work, how to get work and how to progress their careers.

North Cestrian is proud of our relationship with our key local providers. These providers allow access for our students to engage with pre-option assemblies in Yr.9 to personalised Face2Face meetings with our KS4 students during assemblies as they form their ideas for College Applications.

Our next steps are to look at Career Mark which is a licensed awarding body for the quality in Careers standards – the national careers education, information, advice and guidance (CEIAG) award.

2. Personal Development – Careers @NCS

North Cestrian's programme is delivered within the Personal Development Scheme of work and is delivered to our students in three fortnightly blocks. Each block is completed in weeks 5&6, so every student receives six Career sessions per term accounting for every term within each block Career guidance covers 6 PD sessions. This results in a pupil receiving 18 Careers sessions in a year (12 in Year 11 due to GCSE Examinations). This is further supplemented by personalised sessions for transition year groups in Yr.9 Options and Yr.11 College applications which include enrichment opportunities, guest speaker briefings and STEM University visits.

Each block is tailored to cover three areas of Careers:

- 1) Aspirations and Careers
- 2) Employability
- 3) Curriculum Vitae



3. North Cestrian Career Programme of Study

Year 7 – Students are supported in their transition from primary school into secondary and begin to learn about themselves. During the year they complete the following activities within the three areas of Careers:

Year 7	
Aspirations and Careers	Learning Styles
Employability	Teamwork & Resilience
Curriculum Vitae	My Strengths

Year 8 – Students begin to look forward and into GCSE expectations and Career pathways and employability skills. During the year they complete the following activities within the three areas of Careers:

Year 8	
Aspirations and Careers	GCSEs and work ethic
Employability	Career Pathways
Curriculum Vitae	My Achievements

Year 9 – Students begin to focus more closely on their options. Briefings and assemblies spend time focusing on the labour market and Career choices. PD focusses on the following activities:

Year 9	
Aspirations and Careers	MY GCSE Choices
Employability	The Law and young workers
Curriculum Vitae	Job Interviews

Year 10 – Experiencing the world of work and employers’ expectations is vital in moving towards employability. During Yr.10 all students take part in a ‘work experience’ week. This learning experience is completed across a range of sectors and can be completed with trusted community businesses. Some students are able to source their own placement. They work on team building problems and real-world tasks in a challenging and stimulating environment led by employers. The focus is very much on developing their employability skills. They are prepared for this through briefings, meets with the future employers and through the following PD activities:

Year 10	
Aspirations and Careers	Life After GCSEs
Employability	Employee Rights
Curriculum Vitae	Writing a CV

Year 11 – Focus here revolves around ‘Preparation for Progression’. Students undergo a programme of education, information and guidance to help them make the vital decisions about their future. A series of PD, briefings and assemblies focusses students on effective decision making, exploring their options via ‘Unifrog’ with the HOK available to support all applications and provide references and phone calls where necessary. Yr.11 students are also supported via 1:1 career interviews and progression interview with the HOK4. PD activities support this through:

Year 11	
Aspirations and Careers	College & University Courses
Employability	Career Progression
Curriculum Vitae	Personal Statement



4. GATSBY Benchmarks

In accordance with the following documents Careers at North Cestrian utilises “Careers Guidance and access for Education and training providers (DfE) Oct 2018”, “Understanding the Role of the Careers leader”, “The Careers and Enterprise Company (2018) and section 42A of the Education Act 1997”. The school works closely to make sure that the following Gatsby Benchmarks: (*The framework of 8 guidelines that define career provision in a school*) are addressed:

Benchmark 1: A Stable Careers programme – An embedded programme of career education and guidance that is known and understood by parents, pupils, teachers and employers. *Embedded in the school within PD. Students across the school receive Career advice via Key Stage Heads at Briefings. Parents are notified via the school newsletter and all parents are provided with additional advice and support through PIE and PCE evenings. In addition, parents have access to the Unifrog.*

Benchmark 2: Learning from career and labour market information: Every pupil and their parents should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed advisor to make best use of available of information. *As above via the PIE and PCE evenings plus Unifrog support which has a library outlining opportunities for jobs and the most popular salaries. In KS4 we send out parental letter outlining the Unifrog site and how to access. Support is offered in school to assist with IT and navigation issues.*

Benchmark 3: Addressing the needs of each pupil: Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school’s career programme should embed equality and diversity considerations throughout. *Within PD scheme of work NCS offers 1:1 interview with HOK4 and Careers Advisor (MAT wide collaboration) Use of Unifrog to record and evaluate.*

Benchmark 4: All teachers should link curriculum learning with careers: For example, STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths. *Links made within Briefings to career outcomes and opportunities. STEM visits encouraged within subject areas particular Science and MOSI. English visits to University. Career paths encouraged within subject areas. Links to Manchester College and their career fairs. All students welcomed; disadvantaged are supported through PP funding.*

Benchmark 5: Encounters with employers and employees: Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including speakers, mentoring and enterprise schemes. *Visits as described above, in addition School invites local colleges and speakers into school to cover guidance. Allows us to network in the local area with popular colleges, SJD, Manchester College, Knutsford.*

Benchmark 6: Experiences of workplaces: Every pupil should have first-hand experience of the work place through work experience visits, work shadowing and/or work experiences to help their exploration of career opportunities and expand their networks. *Personalised work experience at the end of Yr10. STEM visits and University visits allow for greater appreciation of requirements needed from education. College visits to local partner schools, SJD and Knutsford. As previous disadvantaged students receive support through PP funding.*

Benchmark 7: Encounters with further and higher education: All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools and colleges, universities and in the workplace. *Built into PD within week 1 and 2. Guest Speakers attend in KS4 prior to application entry. Visits from SJD, ACA, BTH, Trafford College. Open Evening advertised in the Newsletter and via posters in form rooms.*

Benchmark 8: Personal Guidance: Every pupil should have the opportunities for guidance interviews with a career's advisor, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but should be timed to meet their individual needs. **Internal support with Interviews from (Trained interviewer from Industry) she has run through students preparing for College interviews. Careers Advisor is utilised during Careers week 3 – Pupils are analysed and we prioritise the list so they receive additional support. Unifrog supports students in KS4 with advice and guidance on types of jobs and the market place. Individual support is offered to all via HOK 1:1 during the year, support with reference writing and support application and filling forms.**

All pupil progress towards each benchmark is tracked through Unifrog (see information in Section 6). This allows for further intervention and identification of pupils who require a personalised approach.



5. Destinations of North Cestrian Pupils

In accordance with Department for Education “Destinations data, Good practice guide for schools” 2018. Destinations data is gathered from our Year 11 cohort twice in the academic year and submitted to Trafford in order that the LA can fulfil their requirements to ensuring students have an education or training placement for September after they finish KS4. This is recorded on the National Client Caseload Information System (NCCIS) for the DofE and for local authorities.

The advantage of this information is it informs NCS about our Career Guidance and allows students to base their choices on excellent advice making for informed decisions.

Careers KS4; Yr11: Analysis of Destinations 2022

Utilising the Cestrian Futures Questionnaires for leavers. The analysis of Cohort 2022 destinations is given below. This information is also sent across to the Local Authority as part of the county wide support to reduce NEET figures in Trafford.

- NCS Post-16 Learners went onto:
 - 100/124 - Sixth Form Colleges (80.6%)
 - 16/124 – FE College (12.9%)
 - 3/124 – UK Secondary/UK Sixth Form (2.41%)
 - 4/124 – Apprenticeship (3.23%)
 - 1/124 – NEET (0.81%)
 - 1/124 – Military (0.81%)

North Cestrian Students choose to follow the following options after leaving North Cestrian:

- Year 11 Future Course breakdown: Those in education studied -
 - A-Levels: 57/124 (45.97%)
 - A- Levels + BTEC: 5/124 (4.03%)
 - A-Levels + other vocational subjects: 1/124 (0.81%)
 - BTEC Level 2: 13/124 (10.48%)

- BTEC Level 3: 29/124 (23.39%)
- T-Levels: 4/124 (3.23%)
- Entry level: 2/124 (1.61%)
- Level 1: 4/124 (3.23%)
- Apprenticeships: 4/124 (3.23%)
- Other vocational qualifications: 2/124 (1.61%)
 - CACHE, Cambridge Nationals

6th Form destinations the following colleges were the most popular:

- Trafford College Group: 42/124 (33.87%)
- Loretto College: 8/124 (6.45%)
- Manchester College Group: 11/124 (8.87%)
- Sir John Deanes: 9/124 (7.26%)
- Xaverian College: 5/124 (4.03%)
- Sale Grammar School: 6/124 (4.84%)
- AGSB: 3/124 (2.42%)
- AGSG: 5/124 (4.03%)
- Urmston Grammar School 4/124 (3.23%)

6. Unifrog

This is our software partner that every pupil at North Cestrian has access too. It is an award-winning platform which allows our students to make intelligent choices about their futures, whilst allowing a place to record and pin point key interactions and exposure to Career education.



As students advance through the PD programme Unifrog is utilised to store key information, write CV's and personal statements, record College intentions and future destinations. They are fully GDPR compliant and work closely with the school in training staff and offering their expertise in tweaking the Career programme.

7. Careers and Future steps

We remain committed to supporting all students as much as possible whilst maximising how we can improve our Personal Development programme approach to current students by learning from where our North Cestrian students progress to

As such, we will be working towards 'Career Mark' which is a licensed awarding body for the quality in Careers standards – the national careers education, information, advice and guidance (CEIAG) award.



We will continue to assess our careers provision alongside the Gatsby benchmarks:

- Monitor and evaluate the Careers Programme
- Collect and use the destination data of students
- Ensure advice and guidance is tailored to individuals
- Actively seek to challenge stereotypical thinking and raise aspirations.

We are currently in the process of building stronger relationships across the MAT and this is going to be improved further following our employment of a dedicated Careers Advisor. We also intend to look at the longer-term outcomes of our students post 18 provision to further enhance the support offered to our students.