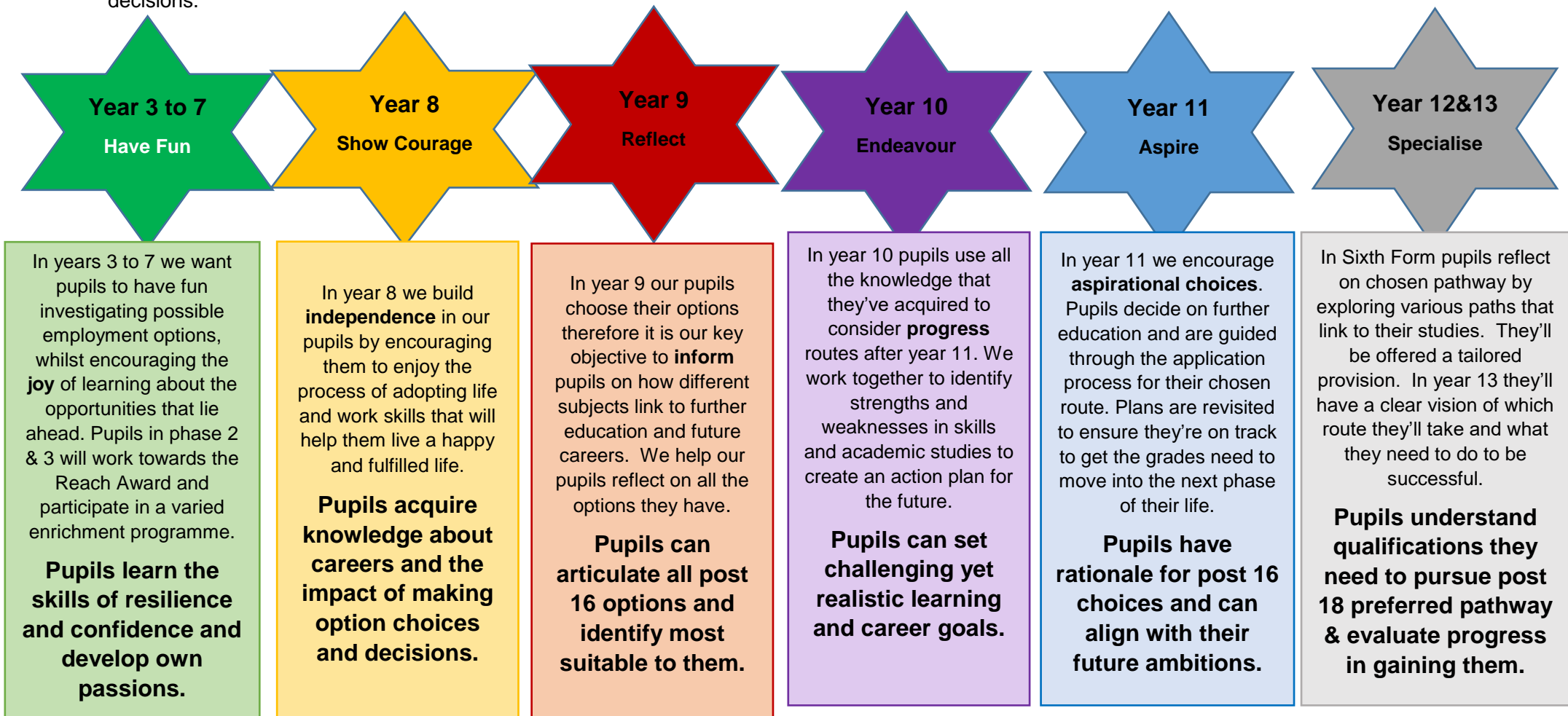


## Reach Academy Feltham Progression Framework

Reach Academy is committed to delivering an Enrichment, Careers and Employability programme that runs throughout our pupil's school journey from year 3 to year 13. We are passionate about our age appropriate activities for each year group and are proud to be working with our pupils and their families to ensure that they are developing all of the skills and knowledge that they will need to lead the happiest possible life after school.

We challenge stereotypes, raise aspirations and advocate equality. We ensure that every single child receives opportunities through pastoral focus and curriculum learning that are specific to them so that they can make well informed decisions about their future further education and career decisions.



Our robust Careers Programme has been structured to achieve all 8 of the Gatsby Benchmarks of Good Career Guidance, in order to ensure our pupils are prepared for Further/Higher education and the world of work, upon leaving school.

**The eight Gatsby benchmarks of Good Career Guidance are:**

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

(Sir John Holman, The Gatsby Foundation, 2013)

## Year 7: Have Fun

Gatsby Benchmark	Activity	Description	Cycle
1, 2	Participation in the REACH Award Programme	Extra curriculum programme including creativity project, skill development and community service. Offering a long term tracking of goals and achievements and differentiated between phases.	All
4	Assembly to excite pupils about employment	Bright Futures Ahead Day	Cycle 1
1, 2	Online careers skills development through the 'Be Ready' programme. Pupils build a 'locker' of skills development they have completed.	Pupils complete an e-learning soft skills course on Communication, Leadership, Teamwork and other soft skills. Modules are completed each cycle.	All
5	Employer Engagement session	During the school wide 'Bright Futures Ahead Day'. All pupils are off timetable during this day to focus on career development.	Cycle 1
7	University visit during widening participation day in year 7	All year 7 pupils visit Kingston University or University of West London.	Cycle 2
4	Embedding careers into Team Reach (PHSE) day each year.	During the school wide 'Bright Futures Ahead Day'. All pupils are off timetable during this day to focus on career development.	Cycle 1
4	Subject Specific Careers Curriculum	Pupils attend taught lessons focused on subject-specific careers.  Pupils work on activities focused on specific job roles, informed by labour market information.	Ongoing

## Year 8: Show Courage

Gatsby Benchmark	Activity	Description	Cycle
1,2	Online careers skills development session. Pupils create accounts for 'Work Ready' microsite and begin modules on communication and leadership	Pupils complete an e-learning soft skills course on Communication and Leadership. A module is completed each cycle.	All
5	Employer Engagement session	During the school wide 'Bright Futures Ahead Day'. All pupils are off timetable during this day to focus on career development.	Cycle 1
4	Embedding careers into Team Reach (PHSE) day each year.	During the school wide 'Bright Futures Ahead Day'. All pupils are off timetable during this day to focus on career development.	Cycle 1
7	University visit during widening participation day	All year 7 pupils visit Kingston University or University of West London.	Cycle 2
4	Subject Specific Careers Curriculum	Pupils attend taught lessons focused on subject-specific careers.  Pupils work on activities focused on specific job roles, informed by labour market information.	Cycle 2-3

### Year 9: Reflect

Gatsby Benchmark	Activity	Description	Cycle
5	Embedding careers into Team Reach (PHSE) day each year.	All students have 3 meaningful engagements with employers during the school wide 'Bright Futures Ahead Day'. All pupils are off timetable during this day to focus on career development.	Cycle 1
7,3, 5	All students attend events to meet employers, further education colleges, universities and apprenticeship providers.	All pupils attend the schools organised career fair on the evening of the 'Bright Futures Ahead' day.	Cycle 1
3	Online careers skills development through the 'Be Ready' programme. Pupils build a 'locker' of skills development they have completed.	All students are given guidance on how to begin to write their CV	Cycle 1
2,5	Provide an opportunity for students to take part in the First Give project.	Pupils take part in volunteering, charity and group work to support First Give, coordinated by the Head of Year.	Cycle 2
4	Subject Specific Careers Curriculum	Pupils attend taught lessons focused on subject-specific careers.  Pupils work on activities focused on specific job roles, informed by labour market information.	Ongoing

## Year 10: Endeavour

Gatsby Benchmark	Activity	Description	Month
2,5	Students attend a talk from ASK about apprenticeships	ASK delivers a presentation on different levels/types of apprenticeships and the benefits of completing one. Students are encouraged to ask questions.	Cycle 2
5	All students attend Careers Fair event to meet employers, further education colleges, universities and apprenticeship providers	All students have meaningful engagements with employers during the school wide 'Bright Futures Ahead Day'. All pupils are off timetable during this day to focus on career development.	Cycle 1
4,5	Mock Interview Activity	Year 10 pupils prepare for a job interview for a specific role. They are given preparation time and support during a workshop before an afternoon interview with an external professional. All pupils are given individual feedback based on their interview.	Cycle 1
4	Online career skills development through the 'Be Ready' programme. Pupils build a 'locker' of skills development they have completed	Pupils complete an e-learning soft skills course on Communication, Leadership, Teamwork and other soft skills. Modules are completed each cycle.  In Year 10, their initial CV's are developed, and additional experiences they have achieved will be added	Ongoing
8	Students at risk of NEET provided with additional support through 1-1 sessions	Delivery coordinated by Innercope	Cycle 3
7	All students attend a school trip to a University	All students are given the opportunity to attend a school trip to a University. This includes talks at the University focused on general Higher Education topics such as Student Finance, Widening Participation and the UCAS process	Cycle 2
5,7	Students attend a talk from ASK about apprenticeships	ASK delivers a presentation on different levels/types of apprenticeships and the benefits of completing one. Students are encouraged to ask questions.	Cycle 2

## Year 11: Aspire

Gatsby Benchmark	Activity	Description	Cycle
3,5	All students have multiple meaningful engagements with employers at Bright Futures Ahead Day During the school wide 'Bright Futures Ahead Day'.	All pupils are off timetable during this day to focus on career development. They select 3 out of the 4 talks to attend. The talks include representatives from arts careers, apprenticeship coordinators, finance and technology industry and local logistics and transport industry from Heathrow Airport.	Cycle 1
5	All students take part in a mock interview with an external professional.	Year 10 pupils prepare for a job interview for a specific role. They are given preparation time and support during a workshop before an afternoon interview with an external professional. All pupils are given individual feedback based on their interview	Cycle 1
5,7	All students attend Careers Fair event to meet employers, further education colleges, universities and apprenticeship providers	Year 10s, along with their parents if they wish, attend the evening Careers Fair to encounter employers and further/higher education representatives.	Cycle 1
5,6	All students complete one week of work experience with a local employer.	Pupils are given the option to find their own work experience or one organised by the school. Various employers in many industries are available for real work experience placements for all Year 11s	Cycle 1
4	Online careers skills development through the 'Be Ready' programme. Pupils build a 'locker' of skills development they have completed.	Pupils complete an e-learning soft skills course on Communication, Leadership, Teamwork and other soft skills. Modules are completed each cycle. In year 11 their final CV is developed and additional experiences they have achieved will be added, with a special focus on reflecting on BFA day in Cycle 1.	Cycle 1-2
4	Subject Specific Careers Curriculum	Pupils attend taught lessons focused on subject-specific careers. Pupils work on activities focused on specific job roles, informed by labour market information.	Cycle 1-2
8	All students undertake one to one destination discussions with coaches or SLT.	Students are individually coached for support with their destination choices. Pupils are given support for both identifying their destinations as well as support through application processes. Individualised support is developed based on pupils' needs and coaching for them is delivered by the Year 11 team and SLT	All
3,8	Ongoing support for students at risk of becoming NEET with independent advisor	Connexions coordinate support for pupils at risk of NEET or those who need additional support identifying post-16 destinations.	All

4	Pastoral focus on Destinations and Aspirations	Dedicated Form and pastoral time on topics related to destinations and aspirations including Student Finance, How to Apply to Schools/Colleges, Finding Apprenticeships. Open Days and experiences are highlighted to pupils on a regular basis.	All
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### **Year 12 & 13 Specialise**

Gatsby Benchmark	Activity	Description	Month
5,7	All students have multiple meaningful engagements with employers at Bright Futures Ahead Day	During the school wide 'Bright Futures Ahead Day'. All pupils are off timetable during this day to focus on career development. They select 3 out of the 4 talks to attend. The talks include representatives from arts careers, apprenticeship coordinators, finance and technology industry and local logistics and transport industry from Heathrow Airport.	Cycle 1
7, 5, 3	All students attend events to meet employers, further education colleges, universities and apprenticeship providers.	All pupils attend the schools organised career fair on the evening of the 'Bright Futures Ahead' day.	Cycle 1
5,6	Career Ready Programme launched for targeted students.	Pupils with aspirations towards Apprenticeships, Internships and those heading straight into the workplace post-18 are given the option to interview for Career Ready Plus. Successful applicants are given a volunteer professional mentor and attend a series of self-development workshops focused on self-branding, workplace skills development, interview preparation and applications.	All
5,6	Career Ready Internships	Career Ready pupils are offered summer internships through a competitive application process. Various internships with local and national businesses are offered via partnership with Career Ready or the School.	Year 12 Cycle 3



5,6,7	All students are given support to plan two wider learning weeks to visit universities and prospective employers.	Pupils are given two weeks at the end of the year to attend work experience, work visits, subject-specific taster days at universities or other meaningful industry visits	Year 12 Cycle 2-3.
3,7	Year 12 students begin the process of applying to UCAS, employment and apprenticeships for post-18 options.	Pupils are given PSHE lesson time to specify their aspirations and create a well-reasoned and specific list of destinations options for post-18. Pupils are then separated into broad groups based on similar aspirations and are given Team Reach lessons focused on building skills towards those aspirations	Year 12 Cycle 2 onwards
7	Pupils attend UCAS Application Workshop	Year 12 pupils attend a workshop dedicated to understanding the UCAS process and are given a follow up workshop to receive feedback on their personal statements. Coaches and the Sixth Form Pastoral team provide pupils with individual feedback to develop their UCAS applications.	Year 12 Cycle 3 – Year 13 Cycle 1
5,6	SPARK Work Experience Placement	SPARK offers a personal development and work placement programme to Year 12 pupils. Pupils are given a work experience day in local industry	Year 12 Cycle 3
5,6	All students undertaking the Level 3 Health and Social Care qualification carry out a 5 one week long placements over the 2 years.	Organised by the school with external work experience provider Spark.	All
1	Scholar Studies Sessions	All pupils attend Scholar Studies sessions dedicated to the VESPA model. These sessions are focused on developing the pupils' academic skills and habits that they will require both for their stay at Reach Sixth Form and in higher education.	Year 12 Cycle 1-2
7	Team Reach Sessions	Pupils are given a variety of different sessions focused on aspirations, life at university, student finance, current affairs and others to broaden their non-academic skills and knowledge.	All