



We recognise that effective careers guidance contributes to raising aspirations, creating positive self-image, increasing self-confidence, improving motivation and overcoming barriers to success. Our school has a critical role to play in preparing our young people for the next stage of their education or training and beyond, even at primary school. Our expectations are high, so that every student is challenged appropriately and acquires the knowledge, skills and attitudes for lifelong learning and that employers will value. This will help every young person to realise their potential and enhance their employability.

Careers Skills: - We recognise the importance of developing the careers skills of our young people through our provision for Careers Guidance. We believe that young people need these skills to manage their own careers and to contribute to the well-being of themselves, their families, the communities and the wider society of which they are a part, the environment and the economy. Research tells us that young people start making Career-limiting decisions by the age of 10, which they solidify by the age of 14. (Aspires)

The school's careers provision, therefore, needs to help students to develop their self-efficacy, raise their aspirations and help them carry out career exploration. They must also become more adaptable and resilient, make decisions and transitions, be more enterprising and be able to present themselves well in applications and interviews.

We are therefore working towards the 8 Gatsby Principles to ensure all our young people are able to access high quality information, advice and guidance throughout their time with us.

The eight Gatsby benchmarks of Good Career Guidance

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

As part of our careers programme we believe in starting this conversation early, through linking curriculum subjects to future careers to encourage our young people to recognise the skills they already have and are developing.

We also believe 'employability and transferable skills' are an essential part of our day to day curriculum/ education for our young people to make them 'employable' in the future. The top 10 skills that employers want and seek in potential employees are:





Communication and interpersonal skills  
Problem solving skills  
Using your initiative and being self-motivated  
Organisational skills  
Working under pressure and to deadlines  
Team working  
Ability to learn and adapt  
Numeracy  
Valuing diversity and difference  
Negotiation Skills

Whilst formal Careers Guidance starts from Year 7, at Bromley Trust Academy, Midfield, we explore Employability Skills through Enterprise days, Community projects and Peer Mentoring.

The Careers Leader for Bromley Trust Academy is Michelle Graydon. If you have any questions or would like more information, please contact Michelle at [michelle.graydon@bromleybeaconacademy.org.uk](mailto:michelle.graydon@bromleybeaconacademy.org.uk)

More information on our wider Careers Programme can be found in the links below.

### **Documents**

- [LSEAT Careers Guidance Policy October 2018/19](#) (attached)
- [Provider Access Policy 2018/19](#) (attached)

### **Links**

- [National Careers Service](https://nationalcareersservice.direct.gov.uk/) (link - <https://nationalcareersservice.direct.gov.uk/> )
- [National Apprenticeship Service](https://www.getingofar.gov.uk/) (link - <https://www.getingofar.gov.uk/> )
- [Career Coach](https://bromley.emsicareercoach.co.uk/) (link - <https://bromley.emsicareercoach.co.uk/>)
- Labour Market Information (attached)

### **Useful Websites and Information**

- [Useful Websites](#) (attached)

