

Outcome	Learning Aim	Key Stage	When does this happen?	Where does this happen?	Who makes it happen?	How do we know this?
Grow throughout life	Pupils need to understand that they need to grow throughout life by learning and reflecting on themselves, their background, and their strengths	3	<p>Year 7: PSHE: Intro to CEIAG: March–May</p> <p>Year 8: PSHE: (2022 only): Intro to CEIAG: June–July, Positive Mental Health modules</p> <p>Year 9: PSHE Sept–Oct Options input</p> <p>The nature of a faith school, RE learning across KS3 and in particular RSHE encourages reflection and self awareness. Awareness of their strengths is developed daily by staff.</p>	<p>PSHE RSHE</p> <p>Across curriculum: whole school policy of WWW, EBI encourages self reflection across all pieces of work across all year groups</p> <p>To be a reflective learner is considered a key skill</p>	<p>SFE, SGL, FNO, Yr 7 DoL and tutors</p> <p>SFE, SGL, FNO, Yr 8 DoL and tutors</p> <p>Teachers and school staff</p>	<p>Year 7: Powerpoints created, assemblies delivered, activities in classrooms</p> <p>Year 8: My skills and Qualities, Buzz Test</p> <p>Year 9: Career pilot and Skills and Qualities booklet (2022 only)</p>
		4	<p>Year 9: CEIAG skills ideas</p> <p>Year 10: Positive Mental Health module Sept–Oct, use of Career pilot for planning WEX Jan–March, considering post–16 option July</p> <p>Year 11: Sept–Dec post–19 options focus and careers interviews encourage this</p> <p>The nature of a faith school encourages reflection and self awareness. Awareness of their strength is developed daily by staff.</p>	<p>PSHE RSHE</p> <p>Across curriculum: whole school policy of WWW, EBI encourages self reflection across all pieces of work across all year groups</p> <p>To be a reflective learner is considered a key skill</p>	<p>SFE, SGL, FNO, Yr 9 DoL and tutors</p> <p>SFE, SGL, FNO, Yr 10 DoL and tutors</p> <p>SFE, SGL, FNO, Yr 11 DoL and tutors</p> <p>Teachers and school staff</p>	<p>Year 9: complete Career pilot Pathway Planner</p> <p>Year 10: CV, letters of application, mock interview process, feedback and reflection after, WEX module, work experience (June 22)</p> <p>Year 11: college/Sixth Form/apprenticeship application process requires learning, reflection, recognition of strengths and areas to develop</p>

Explore possibilities	Pupils need to explore the full range of possibilities open to them and learn about recruitment processes and the culture of different workplaces	3	<p>Annual: Skills Day, 6 May 2022</p> <p>Weekly: All year groups benefit from 'Job of the week' – HOME MYPATH Careers Resources (mypathcareersuk.com)</p> <p>Year 8: use of Buzz Test and Careerpilot help pupils develop understanding of possibilities open to them</p> <p>Years 7 and 8 also use Careerpilot to research more about working days in the areas they might be interested in</p>	<p>Across school and grounds</p> <p>Tutor time</p> <p>PSHE</p>	<p>SFE and SGL</p> <p>SGL, tutors</p> <p>FNO, SFE, tutors</p>	<p>Skills Day: whole school off timetable to enjoy a range of workshops and activities offered by over 30 employers in mixed year group groups, designed to promote understanding of different opportunities, workplaces and different recruitment processes</p> <p>Skills Day feedback provides Careers Team with useful feedback that feeds into CEIAG within PSHE</p> <p>Once registered with Careerpilot, pupils can use it at home to research further also</p> <p>Buzz Test (Year 8) encourages exploration and signposting of a range of career pathways</p>
		4	<p>Annual: Skills Day, 6 May 2022</p> <p>Weekly: All year groups benefit from 'Job of the week' – HOME MYPATH Careers Resources (mypathcareersuk.com)</p> <p>Year 9 July: use of Careerpilot Pathway Planner to hone understanding of possibilities</p> <p>Year 10 Jan–April: World of Work module in PSHE including CV writing workshop, planning and preparation for Mock Interview Day, researching and applying for Work Experience</p>	<p>Across school and grounds</p> <p>Tutor time</p> <p>PSHE</p> <p>Use of 'Going Places' webpage on Careers Portal</p>	<p>SFE and SGL</p> <p>SGL, tutors</p> <p>SFE, CCL, Enterprise Advisor (CEO)</p> <p>Student, SFE, family support,</p>	<p>Skills Day: whole school off timetable to enjoy a range of workshops and activities offered by over 30 employers/FE/HE/Training providers in mixed year group groups, designed to promote understanding of different opportunities, workplaces and different recruitment processes</p> <p>Skills Day feedback provides Careers Team with useful feedback</p> <p>All Year 10 pupils take part in Mock Interview Day after applying for a 'Going Places' role and receive feedback from a genuine employer</p>

			Year 9, 10 and 11 pupils research jobs, careers and pathways using Careerpilot	At work experience placement/in school experience PSHE	WEX placement employer FNO, SFE, tutor	Year 10 student takes part in Work Experience placement/ WEX activity at school Once registered with Careerpilot, pupils can use it at home to research further also
Manage career	Pupils need to manage their career actively, make the most of opportunities and learn from setbacks	3	Resilience is a key skill that is taught in every subject as learners need to be adept at learning from setbacks, and to embrace all the learning opportunities offered to them. This then extends into their personal development also. From Year 7, pupils are encouraged to hold ambitions that challenge their own expectations and are taught to be proactive in accessing these. Developing independence key to managing career actively Year 7 and 8 CEIAG modules support this, Careerpilot tracks and records this	Whole school curriculum PSHE	All staff (including teachers) All subjects FNO, SFE, SGL	Book looks, learning walks, MTPs and LTPs ¹ , conversations with pupils and staff –each subject will be able to give examples of making the most of opportunities and learning from setbacks Careerpilot will track and record pupils individual pathways
		4	Year 10 Jan–April World of Work focus teaches pupils how to write a CV, letter of application and how to prepare for an interview. Mock Interview Day in April delivers feedback which aids active career management. Pupils are encouraged to find own Work Experience placement, support available also. July 2022: post-16 Options Evening; pupils and parents	PSHE and off timetable events	SFE, SGL, Enterprise Advisor, employers SGL, KMC, SFE	CVs, letters of application produced. All Year 10s have a mock interview and receive personalised feedback. Work Experience takes place – many don't find placements at first place applied to

¹ Medium Term Plans and Long Term Plans (Schemes of Learning)
Career Development Institute

			made aware of opportunities available after 16. Resilience taught through all lessons but also Year 10 Positive Mental Health module, Sept – Oct		Teachers and tutors	
Create opportunities	Pupils need to create opportunities by being proactive and building positive relationships with others	3	Year 7 PSHE: RAOK lessons Year 8 PSHE: Positive Mental Health Group work across curriculum Skills Day – working with outside agencies and also across year groups in houses Year 8: 17 June visit to Sparsholt College encouraging proactivitiy and building positive relationships	RSHE PSHE PE All lessons Extra curricular activities eg team sports, representing school, cadets etc	RE teachers FNO and tutors Skills Day: SFE, SGL and outside agencies	Evidence in RE books for RSHE PSHE books for PSHE modules Skills Day feedback
		4	Year 9: Schools Challenge – working within forms to create projects to improve Salisbury 9 th July: Year 9 PP learners to Bath Spa university Year 10: Andover College visit 6 th July ; working with others on a post-16 pathway Skills Day – working with outside agencies and also across year groups in houses	PSHE	FNO, tutors, SFE, SGL, Salisbury Chamber of Commerce SFE and teachers SFE and teachers	Students take part and some projects entered into whole Salisbury final Student feedback positive and with regard to being proactive about considering university as an option Student feedback post event show validity of new groups Student and teacher feedback show importance of working across year groups in houses, building and maintaining positive working relationships through the day
Balance life and work	Pupils need to balance their life as a worker and/or entrepreneur with their wellbeing, other interests and their involvement with their family and community	3	Chaplaincy – support of Salisbury Food Bank Whole school collection Christmas Easter for Food Bank Time management skills as part of curriculum	Salisbury Food Bank All members of community	DIN and OBL All teachers	Chaplaincy group have been invited to support the work of Salisbury Food Bank and volunteer there in summer term

			<p>Year 7 PSHE: Healthy Lifestyle</p> <p>Rob Mitchell Olympic Athlete Workshop</p>	<p>Lessons eg timing for assessments PSHE</p> <p>Year group workshops and sponsored challenges</p>	<p>FNO and tutors</p> <p>Sports for Champions UK</p>	<p>All pupils helped to understand importance of time management inside and outside of school</p> <p>Pupils understand healthy food, healthy sleep and positive relationships aid quality of life</p>
		4	<p>Community project as part of D of E curriculum Year 10; community project part of NCS Year 11 Whole school collection Christmas Easter for Food Bank Time management skills as part of curriculum</p> <p>Bath Spa Uni time management course for Yr 11 PP and HA Feb 2022 Rob Mitchell Olympic Athlete Workshop</p>	<p>Year 10 D of E Year 11 NCS July/August</p> <p>All members of community</p> <p>All teachers</p> <p>SFE, SBR</p> <p>Year group workshops and sponsored challenges</p>	<p>CBA NC</p> <p>Sports for Champions UK, SFE</p>	<p>D of E evidence for qualification; NCS projects to be completed August 2023</p> <p>Donations to Food Bank delivered</p> <p>Pupils able to manage time effectively in lessons and elsewhere</p> <p>Pupils able to manage time effectively in lessons and elsewhere</p> <p>Photos and feedback from students</p>
See the big picture	Pupils need to see the big picture by paying attention to how the economy, politics and society connect with their own life and career	3	<p>Year 7 Challenging Stereotypes Assembly Year 8 Stem Challenge Day June 2022 Skills Day, 6 May 2022 International Women's Day speaker March 2022 Bath Spa Uni PP workshops Yrs7-9 British Values lessons – Yr 7 and 8 Year 7 author visit workshop</p>	<p>PSHE, March 2022</p> <p>Sparsholt College and University Centre Nov 21– March 22</p> <p>PSHE</p> <p>March 2022</p>	<p>SFE, SGL and outside agencies</p> <p>SFE and Sparsholt FNO, SFE, Bath Spa</p> <p>CCL, Kirsty Applebaum</p>	<p>Feedback from pupils and outside agencies TBC</p> <p>Whole school experience</p> <p>PSHE books</p> <p>Whole year group experience</p>

			Engagement with news	Lessons eg History, tutor time		Discussion with tutors, pupils (eg watching Newsround weekly, current affairs quiz etc)
		4	Sixth Form and college speakers, Sept-Dec Year 11 Career Development workshops Year 9 Skills Day, 6 May 2022 Interview Prep Workshop March 2022 Year 11 Finance Workshop British Values lessons Yr 9-10 Engagement with news	PSHE, Dec 2021 March 2022 April 2022 Lessons eg History, Sociology, tutor time	SFE, FNO, sixth forms and colleges Careers Collective Education Business Partnership	Applications have been made Observation of and participation in workshop – Yr 9, tutors, SFE and FNO Observation of and participation in workshop – pupils and staff Pupils and Year 11 tutors, SFE Pupils and Year 9/10 tutors PSH, FNO, WJO and tutors (eg SMO)