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Introduction

We are passionate about helping pupils to identify and realise their ambitions, aspirations and secure futures that are right for them as individuals. Whether pupils want to be an astronaut, an artist, or just aren't sure what they want to be today, we will support them to understand their skills and talents, their interests, and any areas of development. This will help them on their next steps, whether through further or higher education or training, to secure their career of choice and prepare them ready to enter employment.

Being realistic, we understand that pupils might change their minds at any point. We are all human: situations and interests can change. We are committed to equipping pupils with the confidence, life, and transferable skills to be able to adapt to whatever the future presents, equipping them with a range of options and career pathways.

We embrace our responsibility to ensure all pupils leave school and continue with their education, employment, or training. It is our responsibility to ensure that they can enter the next phase of their lives in something which is sustainable and will support them in their careers and future lives.

Our careers and work-related learning programmes have always been personalised, and compliant with the DfE guidance and best practice. We have been keen to ensure the pathways available to all pupils, from the earliest age, are broad, relevant, well planned and secure successful long-term outcomes.

Pupil Entitlement

The minimum required expectations are that all pupils in Years 7 to 11 are entitled to:

- find out about technical education qualifications and apprenticeships opportunities, as part of a careers programme which provides information on the full range of education and training options available at each transition point.
- hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships – through options events, assemblies and group discussions and taster events.
- understand how to make applications for the full range of academic and technical courses.
- have access to an impartial independent career's advisor from the age of 12 upwards (ISS standard 2(2)e)

We exceed these expectations by ensuring that the curriculum provides many opportunities to encourage pupils to develop ambition and interest in their futures.

We embrace our duty, and it is our overarching aim to ensure pupils are well equipped to succeed and cope with the ever-changing needs of society and the modern world. The Proprietary Board will work in securing a network of employers to facilitate direct engagement with First Steps Together in the provision of employer speakers, workplace visits, career events and roadshows, and work placements. In addition to this, support will be provided through dedicated staff to support pupils stepping into actual employment with the direct provision of a high volume of live job roles.

We use the Gatsby Benchmarks to ensure best practice.

First Steps Together is committed to meeting the eight Gatsby Benchmarks, which support us to deliver best practice in ensuring readiness for the world of work and securing successful careers and future lives:

- 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 The Workplace.
- 7) Encounters with Further and Higher Education.
- 8) Personal Guidance.

Curriculum Provision

Careers provision is mapped against the Gatsby Benchmarks, and the careers programme is delivered through a combination of methods, with careers being explicitly delivered in KS4 (timetabled), independent careers advisor from year 8, and a central calendar of events to promote CEIAG.

Year 2023 - 2024 Career Advisor Visits Overview:

Year 7	<ul style="list-style-type: none">● Pupils explore their own personality and interests so that they have a direction to consider careers that may appeal.● Appreciate and understand a wide variety of jobs and careers exists, and the world of work● Pupils are encouraged to identify personal traits, strengths and skills and develop confidence and have high expectations of themselves.● Pupils are introduced to careers resources and informed how to use them
Year 8	<ul style="list-style-type: none">● Pupils to start exploring the world of work, matching careers to subjects● Pupils to understand and improve their employability skills● Pupils are introduced to the world of work and how it is constantly changing.● Pupils are encouraged to think about what they might like to achieve after school.● Every pupil will have a 1:1 career interview with a professional registered careers practitioner
Year 9	<ul style="list-style-type: none">● Planning – looking at opportunities and options for future subject choices and careers● Pupils are encouraged to reassess personal strengths with a focus on transferable skills. What is important in a career?● Pupils are encouraged to investigate/research different jobs and careers locally, regionally, and nationally.● Every pupil will have a 1:1 career interview with a professional registered careers practitioner

In KS3 pupils will have access to an independent career's advisor (from year 8), and be exposed to at least 1 guest speaker per term who will discuss employability or training opportunities (post 16).

First Steps Together will produce and work on a First Steps Together CEIAG delivery plan, that aims to accommodate increasing levels of employer engagement and experience. At the same time, greater priority and resources will be provided, over time, to personalising employability skills and preparation to each young person's individual need and future employment pathway.

Our CEIAG Principles

1. The development of our young people's futures is an organisational wide priority driven by all educational teams, careers support staff, and dedicated personnel.
2. We place the future employability at the heart of the learning experience, both within and outside the curriculum, and provide our young people with the opportunities and support they need to develop into employable and highly attractive candidates to employers.
3. We utilise direct employer insight, experience, and expertise as part of the development of employability programmes and practices that will achieve significant and measurable outcomes for every young person.
4. We will offer a portfolio of career opportunities and work placements that enables all young people to be encouraged to broaden their interests, knowledge, and experiences in whatever field they choose to pursue.
5. Young people will be supported to acquire real understanding of what personal attributes they have to offer employers and the skills they possess. They should in turn be able to demonstrate these to employers in a quantifiable way. Through this they will gain confidence, resilience, and ambition, which will present them as 'ready to work' to employers.
6. We will provide our young people with actual job opportunities and unrivalled levels of ongoing support to ensure that their first steps beyond education are successful ones that lead directly to employment.

Statutory requirements and recommended reading:

Careers guidance and access for education and training providers - Statutory guidance for schools and guidance for further education colleges and sixth form colleges.

<https://www.gov.uk/government/publications/careers-guidance-provision-for-young-people-in-schools> (last updated May 2025)

Quotation for academic year 2023/24

First Steps Together

(Manchester)

Quotation Reference: 999-240112-FSTX12

Quotation date: 12 Jan 24



Career Connect Contact

Diane Sproson

Director

0151 600 7700, Diane.sproson@careerconnect.org.uk

	Cost	Days
Services offered	£2,784	12.0
Career Connect	£2,784	12.0
Careers Information, Advice and Guidance Services (January 2024 - January 2025) Single payment Jan 24.	£2,784	12.0

Please note: All costs exclude VAT.

For Career Connect Only

Date accepted by customer

Confirmation Method

Passed for processing by

Finance code

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First Steps Together - 12 Days of IAG Services 2024 - 2025