

## Curriculum Policy

### Curriculum in the Senior School and Sixth Form

The College's curriculum is designed to offer all students a broad, balanced and relevant education that inspires students to learn and provides secure foundations for future study, employment, attainment and intellectual enrichment. It aims to help to achieve our aims:

### Our Aims

To enable girls to:

- Access an ambitious environment and curriculum that prepares them for a rapidly changing world
- Realise the power and value of their voice
- Value inclusion, authenticity and kindness
- Contribute to a culture of joy, play and exploration in which they can experiment, connect and learn
  
- In our curriculum, the College prioritises
  - a) Offering an ambitious curriculum that provides students with the knowledge and skills they need
  - b) Understanding the changing context of the world and the importance of 'pivoting' our approach to equip girls for the future
  - c) Offering the context and structures to allow independent learning to thrive

### **1. Offering an ambitious curriculum that provides the skills and knowledge girls need for the future**

In the earlier years, students are given experience of as many subjects as possible, while ensuring that English and Mathematics are developed to support their progress through the College. As they progress through the school, choices are made so that they can reach the depth necessary to achieve their potential at (I)GCSE. We believe that a core (I)GCSE curriculum of English, Mathematics, Science, and a recommendation to study a Modern Foreign Language (MFL) provides a sound basis for progression to A-level study or to other further education, training or employment. We offer up to 11 (I)GCSE subjects per student (including Separate Sciences and Statistics for more able students) of which 4 are chosen from

a choice of options to broaden students' perspective and provide a wide platform for the 27 A-level choices currently available along with our Pathways Curriculum (discussed in the next section).

The College structure is:

Year group	Equivalent	Curriculum
Remove (Rem)	Year 7	Core
Lower Four (L4)	Year 8	Core + choice of 2 MFL (French/Spanish) or 1 MFL and Learning Support
Upper Four (U4)	Year 9	
Lower Five (L5)	Year 10	Core + choice of 4 (I)GCSEs with at least one MFL strongly recommended
Upper Five (U5)	Year 11	
Lower Sixth (L6)	Year 12	A level subjects plus our Pathways Curriculum
Upper Sixth (U6)	Year 13	

We ensure our students have appropriate experience in:

**Language and Oracy skills** – Students develop their communication skills and increase their command of language through listening, speaking, reading and writing specifically in English and reinforce these skills in other subjects and across the College e.g., where they may be asked to present a project, participate in Form or House assemblies each year or in competitions such as the Monaghan Memorial Public Speaking Trophy. All students will start by studying French as an additional language in Remove. During the Remove year they will be introduced to Spanish and will then have the option of choosing between French and Spanish in Upper Four. For some students, usually with specific learning needs, studying one language and a Supported Study course (Learning Support) to help support progress in other subjects may be more appropriate. Discussions are held with these students and parents by the Head of MFL, Year Coordinator and the Head of Learning Support when language choices are made in the Lent term. Students can also move to this group subsequently following recommendations and with parental consultation. There are opportunities for students to take part in visits and trips to France and Spain in addition to non-academic trips.

**Mathematical skill** – Students learn to make calculations, to understand and appreciate relationships and patterns in number and space and to develop their capacity to problem solve, think logically and express themselves clearly through a variety of ways, including practical activity, exploration and discussion. This is implemented and planned for in Mathematical lessons particularly and we create additional sets to support this aim effectively. Outside of set lessons, students take part in problem-solving workshops and these skills are also applied in other subjects such as the Sciences, Geography and Design Technology.

**Scientific skills** – In Remove, students are taught together for all three Sciences so that they learn to develop the skills associated with science as a process of enquiry: for example, observing, forming hypotheses, conducting experiments and recording their findings. They learn to apply them in a variety of contexts in Biology, Chemistry and Physics. As they move up through the College, they receive more specialist teaching and increase their knowledge and understanding of nature, materials and forces. Our aim is that all students should continue to study and enjoy all three Sciences whether that be in separate IGCSEs or combined awards.

**Technological skills** – Students develop technological skills, including digital skills, through taught lessons in Information Technology (IT) and Future Ready Skills (FRS) in Remove, Lower Four and Upper Four and subsequently applying these in other areas across the College. Design Technology and Food Technology is taught in Remove to Upper Four. There are clubs such as a Minecraft and a coding club and students take part in a number of competitions including a coding competition and the “Design an Ad” competition. Our Future-Ready Skills program (discussed in the next section) introduces Digital Skills with specific lessons at the start of Remove. We are also a Certiport test Centre and all students in Upper Four and the Sixth Form, along with those selecting Digital Enterprise as an alternative to a GCSE as a KS4 option, have opportunities to gain professional level qualifications such as the Microsoft Office Specialist, Microsoft Office Specialist or (KS4/5 only) Adobe Certified Associate accreditations in Photoshop, Illustrator, Dreamweaver, InDesign, AfterEffects or Animate. Our Digital Enterprise course is run in conjunction with external partners and develops real-world problem-solving skills.

**Human and Social Education skills**– In addition to timetabled PSHCE lessons in Remove to Upper Fifth, this is addressed specifically in History, Geography and Religious Education, which are compulsory subjects in Remove to Upper Four. Students learn about people and their environment, and how human action, now and in the past, has influenced events and conditions. Particular attention is paid to our island of Guernsey including visits to local beaches, town surveys, visits to museums, visits to churches and investigating the College archive. Sixth Form students have regular enrichment sessions in addition to content covered through the Pathways Core programme.

**Physical Education skills** – Throughout the Senior School, students have lessons in Physical Education to develop their physical control and co-ordination as well as their tactical skills and imaginative responses to help them evaluate and improve their performance. They also acquire knowledge and understanding of the basic principles of fitness and health. As students move up the College, they are given more individual responsibility and independence. For 2021/2 we have introduced a specific Physical Education slot for Lower Sixth with a wide range of options such as skateboarding, climbing, padel, body conditioning, cricket, Pilates and yoga. In Upper Sixth students can choose their own Physical Education activity to fit in with their timetable, monitored by their Tutor/Head of Sixth Form. A very active co-curricular programme and fixture list demonstrates the success of this strategy and including matches off Island to assist in developing skills at the highest levels. Particularly talented students are supported individually by the PE Department and Guernsey Sports Commission.

**Aesthetic and creative skills** – Students are given opportunities to develop their appreciation of the aesthetic and creative aspects of all subjects e.g., with opportunities for creative writing or poster presentations. Art, Music and Drama are compulsory in Remove to Upper Four and students are actively encouraged to read and study literature. Students have numerous opportunities to perform and demonstrate their talents both inside the College e.g., assemblies, concerts, House Photography, Music, Gymnastics and Drama competitions, College plays, and outside e.g. The Guernsey Schools, Music Service, stage schools and Eisteddfod.

The opportunities available to students at The Ladies College' are varied and extensive. Additional information is available through the College website as well as in key documents such as the Sixth Form Choices booklet and the Co-curricular programme

The College aims to ensure that the amount of time provided for teaching the curriculum is adequate and effectively used. Timing, availability of subjects, setting, staffing and class sizes are reviewed annually in the light of feedback from students and staff. Lessons in the Senior School are divided into 30-minute periods, frequently joined to give lessons of 60 minutes, dependant on the subject.

#### **The College day:**

Timings	Remove – L4	U4 – U5	Sixth Form	
0825-0828	Registration	Registration	0825-0828	Registration
0830-0900	Period 1	Period 1	Tuesday and Wednesday 0830-0920 Period 1/2 (A) 0935-1020 Period 3/4 (B) Monday, Thursday and Friday 0830 – 1000 Period 1/2/3 (A) Followed by Assembly/Form time	
0900-0930	Period 2	Period 2		
0930-1000	Period 3	Period 3		
1000-1030	Period 4	Period 4		
1030-1050	Assembly/Form time	Assembly/Form time		
1050-1115	Break	Break	1100	Break
1115-1145	Period 6	Period 6	1100-1145	Period 6 (C1)**
1145-1215	Period 7	Period 7	1145-1230	Period 7 (C2)
1215-1320	Lunch	Lunch	1230-1325	Lunch
1320-1323	Registration	Registration		
1325-1355	Period 8	Period 8	1325-1415	Period 8/9 (D)
1355-1425	Period 9	Period 9		
1430-1500	Period 10	Period 10	1430-1600	Period 10-12 (E1/E2)
1500-1530	Period 11	Period 11		
1530-1600 except on Fridays*	Optional Private Study session	Period 12		

\*All students leave at 1530 on a Friday unless they have a specific lesson / co-curricular activities).

\*\*Not Thursday

## Groups and Setting

The majority of classes are taught as mixed ability groups and we use both tutor and colour groups to assist students in making friendships across their year group (subject to timetable restrictions). We set students in some subjects to assist them to make progress and develop confidence according to their level of ability, particularly as they move up through the College. In addition, we also have an active House and co-curricular structure which provide additional opportunities for mixing including vertically.

**Remove** – are taught as either mixed ability tutor groups or mixed ability colour groups for most subjects, the exception being Mathematics where they are set after approximately 5 weeks of teaching.

**Lower Four** – are set by ability in Mathematics, taught as mixed ability language options in French/ Spanish/Learning Support and by mixed ability tutor or colour groups for the remaining subjects.

**Upper Four** – are set by ability in Mathematics and Science, taught as mixed ability language options in French/ Spanish/Learning Support, as a year group for Games and by mixed ability tutor or colour groups for the remaining subjects.

**Lower Five** – are set by ability in Mathematics and Science, by colour group in English, as a year group for Games, by mixed ability options groups for the remaining subjects and in addition have a further tutor period that may be used to supplement the Citizenship lesson. There is an additional Physical Education lesson that is taught in Science sets.

**Upper Five** – are set by ability in Mathematics and Science, by colour group in English, as a year group for Games, by mixed ability options groups for the remaining subjects and in addition have a further tutor period that may be used to supplement the Citizenship lesson. There is an additional Physical Education lesson that is taught in Science sets.

**Sixth Form** – are taught in mixed ability groups dependant on their chosen subjects. All students attend careers talks and have a time they agree to use for physical activity (timetabled for Lower Sixth). The Lower Sixth choose from four Pathways Options (Changemakers, Science Pioneers, Business Leaders and Innovators and Creators) which are discussed in the next section as well as having the opportunity to pursue an Extended Project Qualification (EPQ).

## **2. Understanding the changing context of the world and the importance of ‘pivoting’ our approach to equip girls for the future**

The College recognises that factors such as AI are going to fundamentally reshape much of our current world, from employment opportunities to social dynamics. We are committed to asking profound questions about what knowledge and skills our students are going to need and how best to pivot our delivery for the future.

The College believe, in this moment of rapid change, that it is important to ‘fray the edges of the school’ and work with industry, universities and thought leaders to support the knowledge and skills of the students. The College has thus built the Pathways Partners who include businesses like PWC and Specsavers, universities such as UCL and Oxford as well as CEOs, Venture Capitalists and Changemakers. Having carried out significant research, the College has identified key knowledge bases as well as skills which will support the students in the future:

The key areas of knowledge were AI, separating truth from noise especially in an online context, and global competency.

The key skills are identified below:

#### Know yourself

- Self Knowledge
- Authenticity
- Emotional Regulation
- commitment to grow
- Resilience
- Drive
- Doing it scared
- Assertiveness
- Accountability

#### Lead and Influence

- Leadership
- Communication
- Curating a Culture
- Decision making
- Developing others
- Finding the common ground
- Enacting change

#### Play and Create

- Curiosity
- Playful experimentation
- Collaboration
- Problem solving
- Innovating

#### Analyse and Adapt

- Deep Listening
- Evaluating
- Always learning
- Dealing with uncertainty
- Dealing with complex systems and contexts
- Preparing
- Prioritising

With these in mind we are in a slow and steady process of pivoting our curriculum .

## Key Stage Three – Future Ready Skills

The Future Ready Skills curriculum is delivered to students in Remove, Lower Four and Upper Four. This curriculum is designed around the skills required to prepare our students for the real world such as analytical thinking, flexibility, curiosity and resilience to name a few. From digital survival skills to designing schools for the future, students gain an insight into project-based learning, design thinking and can begin to appreciate their strengths and weaknesses when it comes to preparing for certain career paths. Future Ready Skills lessons sit in between the work taking place in Melrose around skills development, and the 4 strands of our Sixth Form Pathway: know oneself, play and create, analyse and adapt, lead and influence.

## Sixth Form - Pathways

Students select from one of four Pathways – Changemakers, Business Leaders, Innovators and Creators and Science Pioneers. They work on authentic projects in this area from original research or building a product through to trying to change voting behaviour in young people. In addition, there are workshops with leaders in industry on key areas (for example, leadership, building your brand, and hustle). They also have weekly core sessions that cover knowledge topics such as AI and Global Competency as well as skills such as decision making or assertiveness. Finally, in their weekly mentoring sessions, students set targets against the skills and work towards progress in these areas.

Pathways is assessed through a viva type format with external stakeholders as well as staff.

### **3. Offering the context and structures to allow independent learning to thrive**

The College recognises that there are significant risks in a spoon-feeding culture in terms of the deeper skills that are inculcated in students and their ability to thrive beyond school. Whilst grades may in some cases improve in the short term with heavy oversight and drilling, deeper skills of agency, independent thought, self-management and drive are at risk. The College therefore focuses on building a culture and context of independent learning in the girls at all ages.

#### **Typical Curriculum Diagrams**

##### **Remove:**

					Subject No of periods per week e.g. FRS 1 = Future Ready skills, 1 period (30 mins) a week											
Ma 6	Art 2	Mu 2	ICT 2	DT/FT 2	En 6	Fr 4	Gg 3	Hi 3	Dr 2	FRS 3	PE 2	RS 2	Sci 6	Games 2	PSHCE 2	Tut 1
Ma 6	Art 2	Mu 2	ICT 2	DT/FT 2	En 6	Fr 4	Gg 3	Hi 3	Dr 2	FRS 3	PE 2	RS 2	Sci 6		PSHCE 2	Tut 1
Ma 6	Art 2	Mu 2	ICT 2	DT/FT 2	En 6	Fr 4	Gg 3	Hi 3	Dr 2	FRS 3	PE 2	RS 2	Sci 6		PSHCE 2	Tut 1
Ma 6																
Maths set by ability - 1, 2, 3, 4	Mixed ability by colour group - Red, Green, Blue			Mixed ability by 'Tutor group' - Rem X, Rem Y, Rem Z											Year group - Faster, Higher, Stronger	Tutor group (block together)

##### **Lower Four:**

Ma 6	DT/FT 2	FRS 2	ICT 2	Fr 3	Sn 3	Dr 2	Art 2	Mu 2	Gg 3	Hi 3	En 6	PE 2	RS 2	Bi 2	Ch 2	Ph 2	PE 2	PSHCE 1	Tut 1
Ma 6	DT/FT 2	FRS 2	ICT 2	Sn 3	Fr 3	Dr 2	Art 2	Mu 2	Gg 3	Hi 3	En 6	PE 2	RS 2	Bi 2	Ch 2	Ph 2		PSHCE 1	Tut 1
Ma 6	DT/FT 2	FRS 2	ICT 2	Sn 3	Fr 3	Dr 2	Art 2	Mu 2	Gg 3	Hi 3	En 6	PE 2	RS 2	Bi 2	Ch 2	Ph 2		PSHCE 1	Tut 1
Ma 6				SS 3															
				Opt1	Opt2														
Maths set by ability - 1, 2, 3	Mixed ability by colour group - Red, Green, Blue		Mixed ability by 'language options'		Mixed ability by 'Tutor group' - L4X, L4Y, L4Z												Year group - Faster, Higher	Tutor group	

## Upper Four:

Ma 6	Bi 2	Ch 2	Ph 2	Fr 3	Sn 3	En 6	DT/FT 2	ICT 2	FRS 3	PSHCE 2	Mu 2	Gg 3	Hi 3	DR 2	Art 2	RS 2	Tut 1	PE 4
Ma 6	Bi 2	Ch 2	Ph 2	Sn 3	Fr 3	En 6	DT/FT 2	ICT 2	FRS 3	PSHCE 2	Mu 2	Gg 3	Hi 3	DR 2	Art 2	RS 2	Tut 1	
Ma 6	Bi 2	Ch 2	Ph 2	SS 3		En 6	DT/FT 2	ICT 2	FRS 3	PSHCE 2							Tut 1	
				Opt1	Opt2													
Maths set by ability - 1, 2, 3	Science set by ability - 1, 2, 3			Mixed ability by 'language options'		Mixed ability by 'Tutor group' - U4X, U4Y, U4Z					Mixed ability by colour group - Red, Green					Tutor group	Year group - Faster, Higher	

## Lower Five:

Ma 6	En 8	B 5	C 5	P 5	PSHCE 2	PE 1	French	5	Art	5	Art	5	Digital E	4	Games 2	Tut 1	
Ma 6	En 8	B 5	C 5	P 5	PSHCE 2	PE 1	Music	5	Drama	5	Geog.	5	Drama	4		Tut 1	
Ma 6	En 8	B 5	C 5	P 5	PSHCE 2	PE 1	PEB	5	DT	5	History	5	History	4		Tut 1	
Ma 6							Spanish	5	French	5	PEB	5	Sport	4			
							SS	5	Spanish	5							
Maths set by ability  1. 2. 3. 4	Blocked by colour group  R, B, G	Science block by ability - 1, 2, 3					Option block 1		Option block 2		Option block 3		Option block 4		Year Group	Tutor group	
							Option blocks 1-3 in L5 are 5 periods					4P in L5					
							Students choose one subject from each option block										

## Upper Five:

Ma 6	En 6	B 5	C 5	P 5	PSHCE 2	PE 1	Art	5	DT	5	French	5	Art	6	Games 2	Tut 1
Ma 6	En 6	B 5	C 5	P 5	PSHCE 2	PE 1	DT	5	History	5	History	5	Drama	6		Tut 1
Ma 6	En 6	B 5	C 5	P 5	PSHCE 2	PE 1	Drama	5	Music	5	PEB	5	Geog.	6		Tut 1
Ma 6		B 5	C 5	P 5	PSHCE 2		French	5	Sport	5	Spanish	5	PEB	6		
											SS	5	Spanish	6		
Maths set by ability	Blocked by colour group	Science block by ability - 1, 2, 3, 4					Option block 1		Option block 2		Option block 3		Option block 4		Year Group	Tutor group
1 2 3 4	R, B, G						Option blocks 1-3 in U5 are 5 periods						6P in U5			
							Students choose one subject from each option block									



## Curriculum at KS4

In Lower Five and Upper Five students formally begin two-year courses for GCSE and IGCSE examinations. Students study a core curriculum supplemented by a choice of 4 from 11 optional subjects. The students' preferences are obtained after a series of meetings and discussions with them and their parents. In order to best meet the individual requests of the students, the option blocks are designed specifically for each year group. The approximate timings for this are as follows:

### *December/January*

Discussions about choices held during PSHCE lessons and a parent meeting takes place in January.

KS4 Subject hand book is updated and distributed.

### *Late January*

Upper Four Options evening - students can view individual subject presentations in advance followed by live questions and answer sessions. Teachers also provide subject information in lessons.

### *February/March*

Upper Four parents' evening.

Students make their choices from the options subjects.

Student choices are placed in options blocks.

Conversations required if any students are unable to obtain their subject combinations.

As an academically ambitious school we are always looking for ways in which to extend the most able as well as supporting all learners within our context. Many subjects now teach IGCSE syllabi where they are felt by departments to provide a more secure foundation for A-level study. IT offers the Microsoft Office Specialist/Expert qualifications which are completed in Upper Four as well as being available to other year groups as additional opportunities. Specific information on each subject can be found on the Departmental website.

## Curriculum at KS5

We offer 2-year linear A-level courses with the majority of students taking 3 subjects alongside an enrichment offering. We operate a partnership with Elizabeth College which enables a wider variety of courses and greater number of combinations than would be the case at either College, as well as allowing for social mixing. Full information is to be found in the Sixth Form Choices booklet. The number of students opting for each subject dictates how many teaching groups are provided in that subject in any one year. The subjects are placed into five mutually exclusive blocks according to the preferences of the students. The approximate timetable for this process is:

### *September/October*

Discussions about choices are held during Upper Five PSHCE lessons (includes speaking to current students, visits to Sixth Form centre)

Update of KS5 Subject Handbook produced

### *November*

Subject choice information issued to students and parents in time for the November Choices Evening held jointly with EC

Students return form indicating their preliminary choice

### *November/December/January*

Allocation of subjects to the teaching blocks is made  
Transition program activities take place between U5 and current Sixth Form

### *Late February/early March*

Upper Five Students are asked to make their subject choices from the proposed teaching blocks

### *March/April*

Anomalies are resolved which can include amending the teaching blocks and discussions held with EC regarding A-level teaching sets and staffing throughout Sixth Form.

At A-level we also want to ensure we provide opportunities for the brightest students to demonstrate their abilities and stretch themselves. We offer the Extended Project Qualification to all students who wish to.

### **Personal, Social, Health, Citizenship and Economic Education (PSHCE) and Careers guidance**

Remove to Upper Five have timetabled lessons in PSHCE. Lower Sixth have an enrichment lesson and all Lower Sixth and Upper Sixth students attend Careers lessons on a rotational basis. This is in addition to a tutor period during the week for Remove to Upper Five, Form time in Period 5, assemblies (College and Year) and cross curricular links that may be developed in Religious Studies or one of their other subjects. Sixth Formers have the opportunity for this to be recognised through the Sixth Form Diploma. There are numerous other occasions where the College will organise, publicise and/or encourage students to attend suitable events that may be organised e.g., Principals' Lectures, Higher Education Fair, Careers Fair, talks organised by professional organisations or other institutions, Island wide events, inviting Deputies (Guernsey elected representatives) into College, etc.

All students receive a programme of education that will assist in their personal, spiritual, moral, social and cultural development, enable them to enjoy their talents to the full, develop wider interests, encourage respect and tolerance towards others (with particular regard to age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation) and preparing them to make the most of the opportunities and experiences of adult life in British society. The curriculum is designed to promote the fundamental British values of individual liberties, tolerance of those from different faiths or with different beliefs, and democracy. Where political issues are discussed this is conducted in a non-partisan way. We specifically cover local items of interest and encourage student to take an active part in local events e.g., promoting the importance of registering for elections and looking at island waste strategies for the future.

Form tutors and Year Co-ordinators monitor the well-being of their tutees and we have pioneered the "Decider" life skills throughout the College to provide students with strategies to assist with mental well-being. We also enlist the support of external individuals, agencies and have our own College Counsellor to promote well-being as appropriate.

Specific topics covered in PSHCE include:

**Remove** – transition, healthy lifestyle choices and influences (diet and exercise), drugs awareness, tobacco awareness, puberty, conception, and parental responsibilities, basic first aid, identity, diversity, e-safety, self-esteem, LGBTQ+ awareness, types of family, healthy and unhealthy relationships (domestic abuse) and economy (making financial decisions).

**Lower Four** – mental health, emotional well-being (digital resilience), healthy and unhealthy coping strategies (including eating disorders and self-harm), bullying, alcohol awareness, equality, inequality, discrimination and the law, protected characteristics, domestic abuse, healthy relationships, consent (including FGM), teenage pregnancy, parenting, drug awareness, tobacco awareness, sexting, and online safety.

**Upper Four** – Safe and unsafe social groups (gangs), online safety, relationship choices, consent and the law, keeping safe in sexual relationships, STIs and sexual health, road safety, healthy lifestyles (sleep), body image, LGBTQ+ awareness, relationship expectations, sharing sexual images (managing relationships online), drug awareness, alcohol awareness, domestic abuse, child sexual exploitation, local government (The States of Guernsey).

**Lower Five** – Managing wellbeing during transition to key stage 4, mental health and emotional wellbeing, dementia awareness, money management, gambling, unintended pregnancy, contraception, STIs, values and unwanted behaviours in relationships, features of an exploitive relationship, domestic abuse, tobacco awareness (vaping), drug awareness and understanding and preventing extremism.

**Upper Five** – Maintaining healthy sleep patterns, coping with pressures, exam stress, drugs awareness (managing risk and influence), domestic abuse, sexual health and risk, pornography, family life (relationships, marriage, long term commitments and parenting), LGBTQ+ awareness and managing unwanted attention.

**Lower Sixth** – planning to succeed, study skills and setting targets, making presentations, technology and learning, revision and life skills, emotions and learning and preparing for U6.

**Upper Sixth** – UCAS and employability skills, coping with busy times, emotions and learning, managing stress and exams, preparing for life after school and finances.

This is in addition to the many ad hoc ways in which this is developed, particularly in tutor time, where items and issues in the news may be used to raise awareness and/or by helping students to deal with any related issues e.g., following a terrorist atrocity.

We ensure students throughout the Senior school and Sixth Form have access to accurate, up-to-date careers guidance that

- (i) is presented in an impartial manner;
- (ii) enables them to make informed choices about a broad range of career options;
- and
- (iii) helps to encourage them to fulfil their potential.

Specific topics covered include:

**Remove** – values for future careers

**Lower Four** – equality, inequality, discrimination and employment laws.

**Upper Four** – strengths and skills for employment, developing enterprise and teamwork, making GCSE options.

**Lower Five** – Career opportunities on and off island, importance of maintaining a positive online presence for employment, Morrisby career profiling (optional).

**Upper Five** – Choosing A-level options, exploring the range of post 16 options available, enhancing your CV, managing your online presence.

**Lower Sixth** – CVs, local employment, apprenticeships, work experience, taking a gap year, going to university, choosing a university, choosing courses and personal statements.

**Upper Sixth** – UCAS applications, individual support depending on career choices, tips on going to university, results day expectations and preparation.

External specialists are brought in to assist in giving careers guidance where appropriate, particularly for the older students who have more detailed guidance when choosing options subjects in Upper Four, Upper Five and when applying for university places or looking at employment opportunities in the Sixth Form.

In the Sixth Form this includes (among others):

- Deloitte (CVs – *Dec*)
- Careers Guernsey (March)
- Winchester University (applying to university and personal statement talk – *June*)
- Personal Statement checking – Sept & *Oct*)
- Oxbridge Society (applying for Oxbridge – *Oct*)
- GCSAA (bursaries – Dec)
- Anthony Reynolds (mock interviews – *Nov*).
- Talks from: The Guernsey Bar (Law), GSCCA (accountancy in Guernsey), PR (Black Vanilla), Medicine (local GP Dr Priyanka), States of Guernsey (variety of employment opportunities and schemes), IT (Digital Greenhouse).

We aim to develop the values, skills and behaviours which all our students need to get on in life. We achieve this by providing a rich provision of classroom and extra-curricular activities that develop a range of character attributes, such as resilience and grit, which underpin success in education and employment.

#### **Implementation and monitoring:**

All those with a responsibility towards managing the delivery of a part of the curriculum are required to have a scheme of work in place that is available for review by their line manager and ultimately the Senior Leadership Team and Governors. Lesson observations, work scrutiny, departmental minutes and the information gained through questionnaires (e.g., during the options process and that carried out by the College on a regular basis each January) and student/staff interviews (Deputy Dozen, tracking, line manager meetings, etc.) are used to ensure that this is being delivered in an effective manner. Heads of Department produce a Departmental review including exams analysis that is reviewed by members of the Senior Leadership Team and the outcomes are used to inform planning and set targets for the future.

#### **Special Educational Needs and Disabilities (SEND) and Students with English as a Second Language:**

The College employs a full time Specialist SEND Coordinator (Head of Learning Support) and a Learning Support Teacher to give all students opportunities to learn and make good progress. Please refer to the Learning Support (SEND) policy for more details.