



Worcestershire Careers Hub
Member School



**CONTINU
PLUS
ACADEMY**

The ContinU Plus Academy

SCHOOL CAREERS STRATEGY AND ACTION PLAN

SEPTEMBER 2022
to
AUGUST 2025



Our Vision

‘We will work it out’

We have a highly trained, compassionate and committed group of staff and governors who work in unison to positively impact on our students’ self-esteem, academic potential and post 16 destinations.

The ContinU Plus Academy (CPA) is not a one size fits all school and our students reap the rewards of innovative and bespoke curriculum by using Outdoor Education, delivering highly engaging and relevant lessons, we offer vocational, therapeutic and academic pathways according to need.

Here at the CPA we are committed to challenging our students and developing their resilience, their empathy with others and their social and cultural awareness.

**The ContinU Plus Academy is
an active member of the
Worcestershire Careers Hub
and supports the development
of Worcestershire's Future
Workforce through the
Worcestershire
Enterprise Adviser Network**



The ContinU Plus Academy CAREERS STRATEGY

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INTRODUCTION

There has never been a time when careers guidance has been as important for young people as it is today. At the ContinU Plus Academy, we understand the pivotal role that we have to play in preparing our pupils for the next stage of their education or training. Our pupils will be embarking upon a career pathway, which is more challenging and complex than that faced by previous generations. Global opportunities and increasing technological advances will result in young people having several careers during their working life and potentially working in a career that does not currently exist.

With the greater choices of education, training and employment, our aim is to prepare pupils for these ever-changing opportunities, responsibilities, and experiences and to equip them with the skills to manage the choices, changes and transitions ahead of them.

We have a whole school approach to careers education. This allows pupils to access the necessary information to help them make informed decisions about their futures. Our careers programme throughout the year supports our careers education curriculum and in line with the most recent careers guidance strategy (July 2021). Careers Education at ContinU Plus is not just a stand-alone strand; it is thoroughly integrated into every area of the school and woven into the school curriculum.

The ContinU Plus Academy CAREERS STRATEGY

Purpose and aims

The ContinU Plus Academy is fully committed to ensuring that all of our pupils acquire the skills, knowledge and attitudes required to manage their learning and career progression.

The ContinU Plus Academy has already established a range of effective careers guidance activities which we hope will guide support our pupils to achieve positive destinations such as A 'levels, Higher Education, Apprenticeships, Technical routes or Employment.

This careers strategy sets out how the ContinU Plus Academy approaches internal and external opportunities to enhance the current careers guidance activities and participation already available to our pupils. The aim is to ensure that pupils are fully prepared for, and informed effectively about, their next steps and can therefore aspire to achieve their full potential. We want to ensure that our pupils have both the aptitude and interpersonal skills to effectively communicate and add value within the workplace.

The school will collaborate throughout this strategy with a range of external agencies to help us ensure we will meet all of the mandatory requirements contained within the Department for Education's careers strategy (July 2021). These partnerships will include working alongside The Careers and Enterprise Company (CEC), The Worcestershire Local Enterprise Partnership (WLEP), Worcestershire County Council (WCC), Further Education (FE) and Higher Education (HE) providers, Worcestershire Apprenticeships (WA) and a wide range of local employers.

High quality careers guidance is a crucial part of improving social mobility. Young people make choices based on what they know and what they think is available to them. If our young people are made fully aware of the career pathways and opportunities available to them, they will be more able to make informed choices about which qualifications and career pathways which will enable them to achieve their goals.

This strategy outlines our whole school approach to delivering careers guidance to all of our pupils throughout their journey through education. Careers activity will therefore take place across all years from Year 7 to Sixth form as part of the mandatory requirements set by the Department for Education and contained within the Gatsby Benchmarks.

ContinU Plus Academy

Strategic Careers Leader

As set out within the Department for Education's Careers Strategy ContinU Plus Academy is required to have a designated member of our Senior Leadership Team named as our schools Strategic Careers Lead.

The Strategic Careers Lead will have the responsibility to make sure that we as a school meet our mandatory requirements and continue to work towards achieving all eight of the Gatsby Benchmark.

Sara Devo, Headteacher has undertaken this role.

As Headteacher of the CPA, Sara Devo will provide the SLT and the board of Governors with regular updates on progress and will work closely with the Worcestershire LEP delivery team, our assigned Enterprise Adviser and local employers to ensure we deliver this strategy.

Our Careers Team

Sara Devo will lead our team which will include the following staff members:

Sara Devo, Head Teacher- Careers Leader
sd263@cpa.worcs.sch.uk
01562 822463

Helen Clarke – Deputy Careers Leader
hclarke@cpa.worcs.sch.uk
01562 822463

Jake Hawkins, Careers Advisor (supported through Hereford and Worcestershire SENDIASS)

Hannah Strong, Enterprise Advisor for Worcestershire Careers Hub WCC.

ContinU Plus Academy

Our Enterprise Adviser/s

Through the Worcestershire LEPs Enterprise Adviser Network ContinU Plus Academy are delighted to have been assigned our own designated enterprise adviser.

Oliver Rimell will be supporting our careers team to assist us to facilitate careers related activity which will help us achieve Gatsby Benchmarks 5 and 6.

May we introduce our assigned Enterprise Adviser...

Photo – to be added shortly

NAME- Oliver Rimell

COMPANY- Community Housing

POSITION- Learning and Development lead tutor

Oliver has a passion for supporting everyone to be their best version of themselves. Within his role at Community Housing Oliver supports employees within the organisation to develop their skills through inhouse and external training. He is an extensive knowledge around apprenticeships and supporting NEETs into employment and education in his past role at the YMCA.

Current position at ContinU Plus Academy

Pupils are currently receiving the following careers related support or participating within the activities listed below during their journey through school:

Please note pupils may join our school at any point throughout their schooling life, we will pick up their careers related learning from the year they join the ContinU Plus Academy.

Year 7/8

- Careers education units in PSHE to cover 'managing transition and new surroundings', 'relationships with self and others', 'healthy friendships and relationships' and 'spending and saving'.
- Assemblies and tutor group discussions to introduce the concept of higher education.
- Access to 'Launchpad' via targeted interventions

Year 9

- Careers education units in PSHE to cover 'managing transition and new surroundings', 'relationships with self and others', 'healthy friendships and relationships' and 'spending and saving'.
- Assemblies and tutor group discussions to introduce the concept of higher education.
- Access to 'Launchpad' via targeted interventions

Year 10

- Careers education units in PSHE to cover 'Diversity in the UK' and 'Work Experience'.
- Assemblies and tutor group discussions about the range of post16 progression routes available.
- Access to 'Launchpad' via targeted interventions
- Bi-weekly meetings with Jake Hawkins to discuss, arrange, gain access to employers and 'next steps'
- WEX offered and organised at 'point of need' following suitability discussion
- Vocational skills and training opportunities provided at point of need through providers such as 'Live the Adventure', 'CountryTreks', 'Crowsmill Craft Centre' and 'NOVA Training'

Year 11,12 & 13

- Careers education units in PSHE to cover 'Preparing for Adult Life and 'Exam Preparation.
- Assemblies and presentations with a continued focus on post16 pathways.
- Whole year group visits to the Worcestershire Skills Show and the regional Skills Show @ The NEC, Birmingham.
- College/Training Provider visits • NCS presentations
- Workplace Visits to local businesses – SouthCo, Worcester Bosch, Npower, Worcester Warriors
- Mock Interviews with employer contacts – Npower, SouthCo, Platform Housing, NatWest Bank.
- Qualified Careers IAG from 'home school' and local college Careers Advisers.
- Tutor and college admissions team support for the completion of online application process and with attending interviews
- Access to 'Launchpad' via targeted interventions
- Bi-weekly meetings with Bridget Mann to discuss, arrange, gain access to employers and 'next steps'
- WEX offered and organised at 'point of need' following suitability discussion
- Vocational skills and training opportunities provided at point of need through providers such as 'Live the Adventure', 'CountryTreks', 'Crowsmill Craft Centre' and 'NOVA Training' – with others added in Year 12 should the need for focused transition to a particular destination be sought by a pupil

Teaching staff contribute to the delivery of careers guidance through:

Teaching staff include careers related learning in their medium-term planning, ensuring external visits are conducted to ensure that pupils have access to careers and employment/employer encounters, that these encounters and their value are made explicit to pupils, and that they happen throughout the academic year. End of term reports will feedback activity, attendance, and outcomes from the visits. Teaching staff continue to link curriculum learning to careers in day-to-day teaching allowing students to be exposed to how curriculum learning is transferred into the employment world. Teachers are encouraged to share thoughts and feedback on set activities throughout the year to ensure the careers programme is developed with the students at the forefront.

Local Employers contribute to the delivery of careers guidance through:

Students at the ContinU Plus Academy have exposure through the year groups to an array of employers, these are approached slightly differently to a mainstream setting due to the nature of the students at the school. Most encounters will be through reward days. The activities will reward the students for good behaviour however, careers will also be on the agenda. Students will be encouraged to hold conversations with the employers to find out about the workplace and how they become employed. The ContinU Plus Academy also utilises their Enterprise advisor to hold further encounters and WEX opportunities.

External providers and the wider school staff also count towards these encounters, they talk to the students about their job and employment history to make this more relatable in a safe, comfortable environment. The ContinU Plus Academy also aim to put on a World of Work event during their parent's evenings, inviting employers and local education establishments to exhibit and talk to the parents/carers along with the students about their local options. We would welcome and local business who wishes to work with us further on the careers agenda, please get in touch.

Parents contribute to the delivery of careers guidance through:

Parents are encouraged to feedback and pledge any support they may have to offer around the careers agenda. This feedback is gathered through parent's evenings and any other encounters throughout the year. Forms are freely available to all stakeholders who are encouraged to offer feedback and pledge support, either in writing or via email. Many of the students at The ContinU Plus Academy wish to enter into the family business or trade, we find a lot of our WEX opportunities are through family connections. We welcome this at The ContinU Plus Academy and offer any parents/carers the opportunity to get in touch if they feel this is a potential opportunity for their children.

Partnership Arrangements and Employer Contacts

ContinU Plus Academy has strong links with:

- Worcestershire Careers Hub
- Worcestershire Local Enterprise Partnership
- Further Education providers
- The local business community
- Alumni and Parents
- Independent training providers
- Local Sixth Forms

Objectives for 2022 to 2023

- To ensure that pupils fully understand and consider the different routes available at post-16 and post-17, particularly apprenticeship and other vocational routes.
- To ensure our careers work is fully aligned to – and complements - the school's personal development and wellbeing agenda, so that students receive all-round support.
- To further raise the profile of careers across the whole school.
- To engage with local employers and training providers in order to provide multiple learning opportunities about the world of work and skills required. Both academic and vocational routes are explored and are available to students regardless of career choices.
- To continuously strive to improve NEET (Not in Education Employment or Training) figures by providing an effective careers programme.
- To actively track the progress of Pupil Premium and students from disadvantaged backgrounds to ensure that they access all of the careers information, advice and guidance to enable them to make the relevant decisions to their career goals.
- To tailor information, advice and guidance as necessary to meet the needs of any vulnerable students and offer appropriate alternatives as deemed necessary.

Gatsby Benchmarks

In line with the Department for Education's careers strategy, ContinU Plus Academy aims to fulfil the eight expectations set out within the 'Gatsby Benchmarks' which provide a framework to ensure that the school has formed a careers programme which falls in line with legal requirements. The following eight benchmarks are at the core of good careers and enterprise provision:

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

1. A Stable Careers Programme

- To ensure the careers programme is delivered by individuals with the right skills and experience. The school will, wherever possible, use qualified careers professionals to offer advice and guidance to all or the overwhelming majority of pupils.
- To enable pupils to have an understanding of the full range of opportunities available to them, the skills that are valued within the workplace and to have first-hand experience of a work environment.
- To develop and publish a careers programme that will raise the aspirations of all pupils regardless of academic ability and is tailored to meet their individual needs wherever possible.
- To ensure our Careers Strategy is fully supported by the Senior Leadership Team within school and is approved by the Board of Governors
- To ensure there is a clear focus on the activities which support enterprise, employability skills, workplace experiences and qualifications which employers' value.
- To regularly evaluate our careers strategy to determine the impact of our careers related activity based on the feedback provided to us by pupils, teachers, employers and where appropriate parents.
- To maintain high quality careers provision endorsed by the Careers and Enterprise Company and to review the improvement of our programme by using the Compass evaluation and Compass Careers Dashboard tools.

2. Learning from Career and Labour Market Information

- To encourage and increase the use of online careers tools and packages across all year groups. Working with our own careers team, key partners, stakeholders, local and national professional bodies.
- To utilise and then support the development of labour market information to ensure staff and pupils are informed in their decisions and the advice being given. Work with the Worcestershire LEP and the Careers and Enterprise Company to help establish key priority areas which need to be developed.
- To promote the values of labour market information to parents /carers (where appropriate) to access and understand this information. To investigate careers and opportunities in learning, work and apprenticeships and how these meet the local and national priorities.

3. Addressing the Needs of the Pupil

- To develop mechanisms to report, track and monitor compliance in relation to the Careers Strategy objectives.
- To develop accurate tracking systems to ensure pupils are able to keep track of their own journey, record and access the advice they have received and monitor the agreed actions and next steps
- To ensure that a programme of activity takes place which raises the aspirations of all pupils and challenges stereotypical thinking in terms of equality and gender.
- To ensure that pupils with particular vulnerabilities and those who are at risk are appropriately supported and identified through close working relationships with the full range of educational and support agencies.

- To ensure that careers guidance for learners with special educational needs and disabilities (SEND) is differentiated, where appropriate, and based on high aspirations and a personalised approach. Careers guidance for learners with SEND should be based on the pupils own aspirations, abilities and needs.

4. Linking Curriculum Learning to Careers

- To ensure that subject teachers across the whole school support the delivery of careers education and guidance and are able to link the content of curriculum with careers, even in lessons which are not specifically occupation led. Subject specialist staff can be powerful role models to attract pupils towards their field and the careers that flow from it.
- To integrate national initiatives and project opportunities within the curriculum to enhance that range of careers related activity taking place within school. e.g. Young Enterprise and Code Clubs.
- To ensure that careers related activities are built in throughout the school year and not just towards the end of any given topic / subject being delivered.
- Specific focus will initially be placed on linking curriculum to careers in English, Maths, Sciences and PHSE lessons.

5. Encounters with Employers and Employees

- To ensure that pupils receive at least ONE meaningful encounter with an employer during every year they are at school.
- To increase the number of activities which are conducted within school with the support of local employers.
- To ensure that pupils have the opportunity to improve employability skills and their understanding of and awareness of entrepreneurship
- To enable learners to gain the confidence to compete in the labour market by providing opportunities to gain the practical know-how and attributes that are relevant to gaining employment.
- To document that employer and employee encounters have happened in a child-friendly way making the encounter, and its associated value, explicit to the pupil(s)
- To develop marketing materials for employers which will help them easily understand the impact of their involvement, the breadth of options available to them and the ways in which they can show they meet their corporate social responsibility.
- To create mechanisms where parents and alumni can express their interest to actively support employer related activity taking place within the school.
- The school will also encourage pupils and parents to attend careers events such as the Worcestershire Skills Show held annually in March and the Worcestershire Apprenticeship show held annually in October.

6. Experiences of the Workplace

- To ensure that pupils receive at least ONE meaningful experience of the workplace by the end of year 11 and that this is documented/logged
- To ensure that pupils receive at least ONE further meaningful experience of the workplace during years 12 and 13 and that this is documented/logged

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- To increase the number of employer workplace visits which will take place to enable pupils to gain more of an understanding of the wide range of employment opportunities available within specific industry sectors based in Worcestershire.
- To strengthen our links with local employers and support our Enterprise Adviser to facilitate careers related activity within school

7. Encounters with Further and Higher Education

- To ensure all / overwhelming majority of pupils receives at least ONE meaningful encounter with Sixth Form Colleges and FE Colleges.
- To ensure all / overwhelming majority of pupils has been provided with information about the full range of apprenticeships including higher level apprenticeships through the Worcestershire Apprenticeships activity offer.
- To ensure all / overwhelming majority of pupils have experienced meaningful encounters with universities.

8. Personal Guidance

- Ensure all / overwhelming majority of pupils have had an interview with a professional and impartial careers adviser by the end of year 11
- Ensure all / overwhelming majority of pupils has had at least TWO interviews with a professional career's adviser by the end of year 13.

Promotion of Careers related activities

ContinU Plus Academy will encourage the promotion of ALL careers related activity which takes place within the school through the creation of case studies and will share this activity through our school Twitter account and other social media channels.

This careers strategy document along with any case studies documents that are created will be placed on the school's website. These will also be shared with the Worcestershire LEP to be used to promote best practice across ALL careers hub member schools.

This promotion will enable us, and our partner organisations, to be able to capture the evidence we are required to provide both OFSTED and the Careers and Enterprise Company (and demonstrate that the activity taking place within our school) meets the requirements set out within the Department of Education's Careers strategy.

Action plan 2022/23

Autumn Term 2022				
Year Group	Activity Description	Date	Covering Benchmark	RAG Status
11	1-2-1 Destination conversations with AIG		BM3, BM8, BM7	A
11	Exploring WEX opportunities		BM6, BM2	A
11	Talks from Worcestershire Apprentices		BM7, BM2	R
10	DWP workshop		BM2, BM5, BM3	R
9/8	Enterprise challenge- including employer encounter		BM5, BM6	R
All years	Employer workplace visits/ encounters through reward visits		BM3, BM5, BM6, BM2	R
	<i>Further development through the year</i>			

Spring Term 2023				
Year Group	Activity Description	Date	Covering Benchmark	RAG Status
10	Aspiration and destination conversations with AIG		BM3, BM8, BM7	
11	Local college visits		BM3, BM8, BM7	
All years	Employer workplace visits/ encounters through reward visits		BM3, BM5, BM6, BM2	
8/9	CV and application workshops		BM4, BM3	
10/11/ Sixth form	Applying for WEX roles, interview prep, Mock Interviews		BM2, BM3, BM4, BM5	
All school	Exploring the new LMI website from Inspiring Worcestershire		BM2, BM3	
	<i>Further development through the year</i>			

Summer Term 2023				
Year Group	Activity Description	Date	Covering Benchmark	RAG Status
9	Group Conversations around next steps with AIG		BM8, BM3	
All years	World of work event/Parents evening		BM5, BM7, BM3, BM2	
All years	Employer workplace visits/ encounters through reward visits		BM3, BM5, BM6	
11	WEX- if appropriate		BM5, BM6, BM2	
	<i>Further development through the year</i>			

Careers Programme and Provider Access Policy

Introduction

This policy statement sets out the arrangements for managing the access of providers to pupils at the school for the purpose of giving them information about the provider's education or training offer. This complies with the school's legal obligations under Section 42B of the Education Act 1997.

ContinU Plus Academy is committed to providing a personalised education package for all our pupils, and this is reflected by our careers programme. Pupils will access different elements of the programme at different stages of their education whilst the focus will always be on preparing them for their future pathways, considering their own preferences. Our Careers Action Plan outlines our generic careers offer from Year 7 to Year 13. For some pupils, a more personalised offer will be in place. Our focus links directly to the requirements of the 'Gatsby Good Career Guidance' report (2014) which became the basis for the statutory 'Career's guidance and access for education and training providers' (2018).

Pupil Entitlement

The statutory guidance is relevant to 'all pupils in years 7-13' and we will also consider young people's developmental ages when preparing appropriate careers activities at The ContinU Plus Academy ensuring that our pupils receive a careers programme which offers them opportunities to:

- find out about technical education qualifications and apprenticeship 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.
- understand how to make applications for the full range of academic and technical courses.

School's Careers Leader

Parents, teachers and employers may gain further information about our careers programme by contacting:

Sara Devo
Head Teacher- Careers Leader
sd263@cpa.worcs.sch.uk
01562 822463

Measuring and Assessment of the impact of the careers programme on pupils.

Evaluation of our careers programme is designed to enable us to examine what we do, consider how we can improve it and provide stakeholders with a summary of this. This will include gathering information from the pupils about how they feel about their experiences in relation to the careers programme.

Pupil progress in Careers lessons will be evaluated each term as part of our ongoing Pupil Tracking process. It is our aim to provide pupils with both experiences of the workplace and / or encounters with employers. These encounters and experiences will take place as part of curriculum lessons / workplace visits / assemblies / attending Careers Fairs and Events.

Application for Provider Access

Introduction

This document sets out the school's arrangements for managing the access of providers to pupils at the school for the purpose of giving them information about the provider's education or training offer. This complies with the school's legal obligations under Section 42B of the Education Act 1997.

Pupil Entitlement

All pupils in years 7-13 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;
- to 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;
- to understand how to make applications for the full range of academic and technical courses.

Management of provider access requests

Procedure

A provider wishing to request access should contact Sara Devo

Telephone: 01562 822463

Email: sd263@cpa.worcs.sch.uk

Opportunities for access

The school offers a comprehensive Careers Education, Information, Advice and Guidance programme and an overview of this programme can be seen in the School's Careers Charter which can be seen on the school website.

Please speak to Sara Devo to identify the most suitable opportunity for you.

The school will make a suitable space available for discussions between the provider and students, as appropriate to the activity. The school will also make available ICT and other specialist equipment to support provider presentations. This will all be discussed and agreed in advance of the visit with the Sara Devo or a member of their team.

All requests will be given due consideration by ContinU Plus Academy and Senior Leadership link and requests will be refused if:

- They impinge on pupils' preparation for public or internal exams
- They clash with other school events such as visits, other speakers, well-being days, school photographs, sports days, public or internal exams, parents' communication events etc.
- The school is unable to provide staff to support the presentation or talk due to previous commitments
- Rooming for the talk or event is unable to be found due to timetabling clashes

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Providers are welcome to leave a copy of their prospectus or other relevant course literature with the Careers Advisor so that they can be displayed in the Careers Section of the school library.

Feedback

ContinU Plus Academy welcomes parental and employer participation within our careers related activities. Should you wish to support our activity or provide feedback on our Careers Strategy then please contact our Strategic Careers lead directly.

Student and teacher feedback is gathered systematically throughout the year and is also encouraged after every encounter to record in case studies.

Contact the careers leader for feedback forms through sd263@cpa.worcs.sch.uk.

Useful links / Resources

The Careers Enterprise Company	https://www.careersandenterprise.co.uk/
The Careers and Enterprise Company Resource Directory	https://resources.careersandenterprise.co.uk/
Gatsby Foundation	http://www.gatsby.org.uk/education/focus-areas/good-career-guidance
Post 16 Skills Plan	https://www.gov.uk/government/publications/post-16-skills-plan-and-independent-report-on-technical-education
Department of Education Careers Strategy	https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/672418/Careers_guidance_and_access_for_education_and_training_providers.pdf
Skills For Worcestershire	http://www.skills4worcestershire.co.uk/
Government Careers Strategy December 2017	https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/664319/Careers_strategy.pdf
Government Careers Guidance and Access for Educationan and Training Providers July 2021	https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1002972/Careers_statutory_guidance.pdf
National Careers Service	https://nationalcareersservice.direct.gov.uk/
UCAS (Universities and Colleges Admissions Service)	https://www.ucas.com/
Worcestershire Local Enterprise Partnership	http://www.wlep.co.uk/

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Worcestershire Apprenticeships	http://wocsapprnticeships.org.uk/
HOW College	http://www.howcollege.ac.uk/
Kidderminster College	http://kidderminster.ac.uk/
Warwickshire College Group	https://wcg.ac.uk/page/1/home
Worcester University	https://www.worcester.ac.uk/

Appendix A

Example objectives for 2022-23

1. To ensure that pupils fully understand and consider the different routes available at post-16 and post-18, particularly apprenticeship and other vocational routes.
2. To ensure that all Y10 and Y12 students receive a full week of meaningful work experience in the summer term and that they are able to reflect and learn from this invaluable opportunity.
3. To ensure our careers work is fully aligned to – and complements - the school's personal development and wellbeing agenda, so that students receive all-round support.
4. To further raise the profile of careers across the whole school.
5. To ensure that School has a concise plan of engagement in Careers Guidance for all students to ensure that they work hard and strive to be the best they can be.
6. To continue to strive towards meeting the eight Gatsby Benchmarks for good career guidance as recommended by the Department of Education Careers Strategy 2018.
7. To gain the 'Quality in Careers Standard' accreditation, the nationally recognised award for Careers Guidance in English Secondary Schools.
8. To provide effective and impartial information, advice and guidance to prepare students for life in the wider world, making them aware of roles and responsibilities.
9. To raise aspirations by ensuring all students have knowledge of routes into further education, higher education and apprenticeships (of all levels).
10. To ensure every student is offered careers personal guidance to meet their needs at the different stages through their school journey. This will reflect the school's equality and diversity policy to ensure that every student is treated fairly.
11. To ensure students are introduced to the concept of stereotypical thinking and the challenges it brings, and have the opportunity to discuss its impact on career decisions and choices.
12. To engage with local employers and training providers in order to provide multiple learning opportunities about the world of work and skills required. Both academic and vocational routes are explored and are available to students regardless of career choices.
13. To make available Labour Market Information and Intelligence to ensure students (and parents) are aware of local and national opportunities as well as trends, to ensure they are informed to make the best decisions.
14. To ensure all staff at the school have an awareness of linking curriculum learning to careers and are able to demonstrate the relevance of subjects to students when considering a future career. Particularly relevant is that STEM subject staff should highlight the increasing need for STEM subjects to access a wide range of future career paths, making sure the information does not stereotype in any way.
15. To ensure all students are aware that the attainment of English and Maths GCSEs are crucial elements of any future study programme they may undertake and an expectation from all employers.
16. To continuously strive to improve NEET (Not in Education Employment or Training) figures by providing an effective careers programme.
17. To actively track the progress of Pupil Premium and students from disadvantaged backgrounds to ensure that they access all of the careers information, advice and guidance to enable them to make the relevant decisions to their career goals.
18. To tailor information, advice and guidance as necessary to meet the needs of any vulnerable students and offer appropriate alternatives as deemed necessary.