

Careers Strategy 2021/2022

Our Vision

To consistently support and engage every individual student to understand and develop their own future pathway, and to confidently raise and achieve their aspirations in an increasingly competitive and ever-changing world.

Our Careers Strategy

There has never been a time when career guidance has been as important for young people as it is today. At Redmoor Academy, we have a critical role to play in preparing our students for the next stage of their education or training and beyond. Our students 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 students 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 with every member of staff helping to deliver quality and impartial Careers Education, Information, Advice and Guidance, allowing students 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), our careers plan supports the achievement of the eight Gatsby benchmarks which we are working towards fully achieving. Careers Education at Redmoor is not just a stand-alone strand; it is thoroughly integrated into every area of the school and woven into the PSHCE programme. Our aim is that students understand how what they are being taught will link to their future pathways. We want our students to achieve, not only in school but in the future, and we want them to aspire to be the best that they can be. Above all, we want them to enjoy and have fun exploring their Career options.

Areas of Strength

- The school has performed very well against national standards when mapped against the Gatsby Benchmarks using the Career and Enterprise Company's COMPASS tool We fully achieved all of the Benchmarks by September 2022.

Benchmark	% of the assessment areas in Benchmark achieved (November 2021)	% of schools nationally meeting the benchmark (2020)
1. A stable careers programme	94%	27%
2. Learning from career and labour market information	100%	52%
3. Addressing the needs of each student	81%	25%
4. Linking curriculum learning and careers	62%	45%
5. Encounters with employer and employees	75%	58%
6. Encounters with the workplace	100%	52%
7. Encounters with future and higher education	90%	30%
8. Personal guidance	100%	61%

- Our careers programme predominantly runs as part of our PSHCE programme and off timetable days. Students get dedicated curriculum time during this time where a full and varied Careers programme is delivered. You can see the programme below, along with the gatsby benchmarks that are interwoven into the programme.
- We have a dedicated careers team, the careers lead is currently undertaking a level 6 qualification in Career Education and the school has strong links both with the local community and the surrounding areas.
- We are part of the Leicester HUB and have a dedicated advisor to support the school, we are also working closely with the Careers Enterprise Company.

- We have a careers advisor linked to the Leicestershire Education Business Company, they also conduct our work experience for us. We therefore have strong links to outside agencies and are able to use their considerable resources.
- The vast majority of students in the current Year10 will have a meaningful experience of a workplace through a work experience placement in the summer term.
- All Year 11 students have an interview with an impartial careers advisor before the end of their Year 11, who was able to establish an action plan which was shared with the student. - There were a number of opportunities throughout the last academic year for groups of students to visit various industries and workplaces. Students are also emailed regular opportunities to take part in work discovery days and holiday activities.
- Our most recent OfSTED report (October 2021), highlighted the school's vision for every student, regardless of their background, to secure a route to university and future careers. Good careers guidance was also highlighted, to enable students to make the right decisions about which further education course they should apply for.
- Our NEET and destination data is above the national average for sustained education - those going onto college full time for BTEC or A level - see below:

	Year 11 Leavers 2021	National 2020
NEET	1.7%	2.9%
Sustained Education	95%	87.2%
Apprenticeships	3%	3.7%

Curriculum Overview

	Term 1	Benchmark	Term 2	Benchmark	Term 3	Benchmark
Year 7	Managing Transition Team Building Day Target setting	1,3	Online Careers Guidance - Morrisby Careers What is work? Self Awareness	1,2,3,8		
Year 8						
Year 9	Online Careers Guidance - Morrisby Careers Money Management	1,2,3,8	Future Careers Options Marketplace Planning your future Careers Speed Networking Event	1,2,3,4,5,6	Think Higher - University and Higher Education workshops	1,3,5,6,7
Year 10	Work Experience prep - employment skills	1,3	Mock interviews Apprenticeship and Skills Show CV Writing Interview skills LMI	1,2,3,5,7,8	Work Experience Placements	3,5,6
Year 11	Research and learn about Careers and Post 16 options Online Careers Morrisby Careers LMI Writing Personal Statements Applying to Post 16 Providers Information about virtual open events Careers Adviser Appointments Careers Fair	1,2,3,4,5,7, 8	Careers Adviser Appointments Applying to Post 16 Providers Managing Transition, wellbeing	1,3,4,7,8		

Monitoring and Evaluating Careers

Most of the activities implemented within the school are delivered through the PSHCE Curriculum and both one-off and ongoing events / activities designed in collaboration with external agencies, organisations and employers. With such a structured programme, monitoring and evaluation as a process becomes straightforward and our focus is therefore on ensuring the quality of provision and using evaluative and summative comments to inform future planning and activities.

To evaluate our careers programme we need to set out what we want our end results to be, what we want our students to achieve by the end of their full-time education. The aims of our programme are simple:

- 1) For our students to know what opportunities are available in the local area

- 2) For our students to aim for the highest level in all employment, apprenticeships and higher education

- 3) For students to know the different career pathways / routes they could follow

- 4) For our students to know what they need to do to follow their chosen career route

Areas of Improvement

- We have not engaged fully with LMI and communicated this with parents or students effectively, some of this is due to links with outside agencies lost following lockdown and the changes in management in Careers.
- Students have not had the opportunity to have a meaningful encounter with an employer every year that they are at school. We have mainly targeted Year 10 in the past through careers fairs, work experience and mock interviews. We need to rebuild connections with the local area and bring in more outside agencies for building aspirations lower down the school.
- Not all students have had the opportunity to engage with sixth form colleges and universities. We do not have a sixth form attached to us and the local sixth form does not cater for all of our students' needs. We do find however that some students go to this sixth form for convenience or because they are not sure what is on offer from other sixth forms in the area because they do not travel and access their open events.
- We have not established a tracking system, nor have we pulled everything together across the school to get an overview of where individual students are in terms of their career development.
- Not all school staff are aware of exactly what the Gatsby Benchmarks are and what the statutory requirements are and what we need to achieve, this is also including departments knowing the necessity of teaching the students about careers in their subjects when they are under time constraints with their subject content.

