

Curriculum Statement for Careers Education and Guidance

Introduction

Shirebrook Academy is committed to raising standards of attainment and providing students with the skills needed to progress successfully into further education, employment, and adult life. This Curriculum statement outlines how the Academy is meeting the statutory duties for Careers Guidance and access for education and training providers (updated October 2018), and has been produced following completion of the Compass Tool to map provision against the Gatsby Benchmarks.

Careers Leader

The Careers Leader at Shirebrook Academy is Tracy Horton (Personal Development co-ordinator)

Contact details – thorton@shirebrookacademy.org Tel 01623 742722

Careers Education and Guidance Policy

See CEG policy on the Shirebrook Academy website for information supporting this Curriculum Statement

Provider Access

In line with the 2018 Statutory Guidance for Careers Guidance and Access for providers, we welcome visits from FE institutions, Training providers and HE providers to ensure students are aware of the wide range of progression routes available at 16. All local providers are invited to the following events:

- Y9 Industry Day – practical occupational tasters
- Y10/11 Careers Evening
- Careers Week lunchtime exhibitions

Providers are also invited to contribute to other careers events such as targeted HE workshops, apprenticeship talks, and curriculum specific activities.

Appropriate classroom or assembly space is made available for providers Group visits are arranged to local colleges and training providers to attend outreach events, for example the Made in Chesterfield programme, Chesterfield college Futures Festival, and partnership visits to local universities.

Information about local providers is displayed in the Careers section of the school library, with material for students to take away. The Careers section of the school website also links to local colleges and apprenticeship websites, and the Careers Twitter account posts details of local open events and vacancies.

We are keen to participate in initiatives which support our aims for Careers Education, for example DANCOP, Access Project, HEPP.

Please contact Tracy Horton, Personal Development co-ordinator to discuss opportunities for organisations to meet with students.

thorton@shirebrookacademy.org

Evaluation and review

Feedback from students (termly student voice, regular surveys), teachers (through year teams and QA/Learning walks, employers (evaluation of specific events), parents (whole school surveys)

The programme is reviewed via Compass updates, Career Mark revalidations, and Policy updates.

Destination Data

2019 Leavers:

1.3% NEET

84% in Further Education

7.2% in Apprenticeships

Remainder in employment, unavailable or unable to contact

Gatsby Benchmarks

Benchmark	Expectation	Provision at Shirebrook Academy	Compass rating	Actions for 2020-21
1. A stable careers programme	Every school and college should have an embedded programme of career education and guidance that is known and understood by students, parents, teachers, governors and employers.	<p>The policy and programme have full support from senior leadership and approved by Governors, with funding allocated for staff and resources. The policy and programme are reviewed annually and externally validated through Career Mark every two years.</p> <p>Careers Education is delivered through a variety of activities:</p> <ul style="list-style-type: none">• PD days – 5 days per year for the whole school to suspend normal timetable and focus on Personal Development themes. Lessons are delivered by form tutors in partnership with external delivery from outside agencies.	100%	<p>Career Mark revalidation – interim assessment due February 2021</p> <p>Develop opportunities for virtual interactions with employers, training providers, FE and HE in place of in-person contributions to the Personal Development lessons and days</p>

		<ul style="list-style-type: none"> • PD lessons – one lesson per week for 7-10 delivered by form tutors. • Tutor time, Assemblies, and extra activities such as trips and theatre performances also contribute to the PD programme • Visits to employers, training providers, colleges and Universities from Y7-11 • Visiting speakers from different industries • Parents events such as the annual Careers Evening, Y9 Options evening • Curriculum activities • Annual Careers Week with lunchtime exhibitions and other activities • Work Experience – 2 week placement for all Y10 students in July • Targeted activities such as alternative work experience for vulnerable students 		
2.Learning from career and labour market information	Every student, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information	<p>Students access information about the labour market in a number of ways:</p> <p>PD lessons and Days in Y7/8/9, for example using the Real Game in Y8 and Kudos in Y9</p> <p>Study options are presented via assemblies, PD lessons with presentations from local college, University and training providers</p> <p>LMI is currently available to parents through parent evenings, Y9 Options evening and a Careers evening in Y10/11. A leaflet for parents is produced annually.</p> <p>A fortnightly careers bulletin is emailed to all Y11 students with updated links to employer events, virtual open days etc</p>	100%	Increase levels of information via newsletters and email bulletins to replace face-to-face careers events
3.Addressing the needs of each student	Students have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the	<p>A database of all careers interventions is maintained – recording 1-1 interventions and access to targeted initiatives</p> <p>Students are able to record their career learning at key points:</p> <p>Y9 option choice</p>	100%	Develop long term tracking to encourage higher response levels

	needs of each student. A school's careers programme should embed equality and diversity considerations throughout.	<p>Y11 Career Action plan</p> <p>Careers guidance is tailored to individual need....</p> <p>Targeted careers interventions e.g HEPP, Disadvantaged, and SEND support.</p> <p>Post 16 destination data is collected for every leaver in partnership with Derbyshire County Council. Protocols for sharing information for 3 years have yet to be established with DCC.</p> <p>Financial support Post-16 is promoted via Careers presentations and handouts, and by the FE institutions themselves.</p> <p>Information shared with parents via newsletters, email bulletins</p>		Ensure SEN students have targeted support – careers guidance, transition, parental contact, to compensate for limited opportunities to visit and meet FE providers
4.Linking curriculum learning to careers	All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.	<p>Some curriculum areas have strong links e.g. technology, Science, Arts – employer links, project work</p> <p>Y9 Options process highlights relevance of subjects to future careers opportunities and the value of qualifications such as EBACC</p> <p>Maths dept involved in CEC pilot project to link employers with Maths</p>	87%	<p>Continue to work with Heads of Department to include careers in Y9 options process</p> <p>Work with new Head of English to ensure links with careers are utilised</p> <p>Continue to engage with Maths project</p>
5.Encounters with employers and employees	Every student should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes	<p>There are multiple opportunities for students to engage with employers:</p> <p>Careers Week</p> <p>PD days, e.g. enterprise challenges, Q and A sessions. One of the enterprise challenges for Y8 is a specific STEM challenge day with visiting employers supporting the activities.</p> <p>Assemblies</p> <p>Mock interviews</p> <p>Work experience</p>	100%	Develop further opportunities for virtual engagement with employers

		<p>Visits to employers – e.g. Made in Chesterfield</p> <p>Employers are sourced from a range of networks including Alumni, STEM ambassadors, Inspiring the Future, and our local Enterprise Adviser network.</p> <p>The school has been awarded a Chamber of Commerce award for Education and Business links</p>		
6.Experiences of workplaces	Every student should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.	All Y10 students have a two week work experience placement	100%	Plan and deliver a World of Work week to compensate for potential difficulties sourcing work experience placements. All students will still gain workplace experience of some kind
7.Encounters with further and higher education	All students should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.	<p>Access arrangements are described above.</p> <p>Examples of contact with education and training providers:</p>	100%	Work with FE and HE providers to offer high quality virtual encounters to replace in-person visits
8.Personal guidance	Every student should have opportunities for guidance interviews with a career adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made.	The academy contracts with Chesterfield College for the provision of impartial Careers Guidance. This is for a core of 2 days per week with additional time purchased using DANCOP funding	100%	Develop DANCOP Careers Guidance offer for Y10

