



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 2019 - 2022 (Revised September 2021)



Careers at Southmoor Academy



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Our Careers Strategy: Introduction

There has never been a time when careers guidance has been as important for young people as it is today. At Southmoor 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 fully achieved in 2020. Careers Education at Southmoor is not just a stand-alone strand; it is thoroughly integrated into every area of the school and woven into the school curriculum. Our aim is that students understand how what they are being taught will link to their future pathways.

The motto of Southmoor Academy is Achieve, Aspire and Enjoy. Our Careers programme identifies with all three of these words. 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.



Careers at Southmoor Academy



Our Strategic Objectives

Strategic Objective 1:

Careers is a consistently integral part of every area of school life. All members of the school community understand their role in the careers programme and the importance of careers and enterprise education being embedded throughout the whole school.

Benchmarks 1, 2, 4, 7 and 8

Year	What will success look like (Targets)? What do we want to achieve?	What actions we will take as a school to achieve these targets?
Year One (2019-2020)	<ul style="list-style-type: none">A comprehensive programme of age-specific Careers Education is in place through the PSHCE programme to enable all students to develop their own personal career pathway.Student survey shows that 100% of students are excited about different jobs and can all name a range of careers and career pathways.100% of students can understand the link between their learning in each subject area and their future career pathways, and every student can identify career pathways in all aspects of their curriculum learning.	<ul style="list-style-type: none">Implement the Oxford Opportunity North Careers programme into new whole-school PSHCE curriculum.Regular CPD training for all staff to deliver the new PSHCE Careers programme.Monitor and Evaluate the programme by staff and students each half term.Career Pathways are referenced in curriculum schemes of learning and each department has career displays.Implementation of the Skills Builder programme of key employability skills across the curriculum.Update the CEIAG area of school website with latest Careers, Enterprise and Employability links.
Year Two (2020-2021)	<ul style="list-style-type: none">A comprehensive programme of age-specific Careers Education is in place through the Personal Development programme, following the latest CDI framework updates.All curriculum areas will have linked with a local business and will have completed at least one collaborative project.100% of students are able to explain what the 8 key employability skills are, and they can demonstrate how they can use these skills in their future pathways.In every lesson across the curriculum, key future pathways are linked with the work in that particular lesson so students can see link between learning and their future plan.	<ul style="list-style-type: none">Continue with regular CPD training for all staff, but in Year Two to have a focus on local businesses visiting school and speaking with staff.Staff have time at the start of the year, and then reviewed throughout the year, to update their schemes of learning and that they are given access to the relevant and most up-to-date information.To continue implementing the Skills Builder programme throughout all areas of teaching and learning.
Year Three (2021-2022)	<ul style="list-style-type: none">100% of all students demonstrate employability skills and then can demonstrate a knowledge of different routes and careers available for different subjects.All students can make KS4 and post-16 choices within time frame and can justify their choice.Each curriculum area has established links with a range of businesses that they are using on a regular basis to support curriculum delivery.	<ul style="list-style-type: none">Each department area to show in their schemes of learning where they have included Employability Skills and direct links to future plans.Careers and LMI presented at parents events.Targeted workshops to focus on key employability skills, including involving parents.Review practice with another school to identify next steps.

Strategic Objective 2:

Every individual students' engagement within the careers programme during their journey through school is consistently tracked and evaluated to ensure that students are supported in raising their aspirations, whilst, at the same time, being mindful of the ever-changing and competitive world around them.

Benchmarks 1, 2, 3 and 8

Year	What will success look like (Targets)? What do we want to achieve?	What actions we will take as a school to achieve these targets?
Year One (2019-2020)	<ul style="list-style-type: none"> All students have experienced a range of different careers experiences to enable them to develop their own future pathway, including all students in Years 7 to 13 having 1 appropriate and meaningful interaction with an employer once during the year. All students in Years 7, 11 and 13 have created a profile to record their career pathway experiences. 100% of all students in Year 11 and Year 13 have a clear plan for post-16 and post-18 and that 100% of students are in some form of education or employment at the end of their phase in school. There are NO students post-16 who are NEET. 100% of Year 13 students to have joined the Southmoor Alumni association and at least 3 events organised inviting former students into school to inspire next generation. 	<ul style="list-style-type: none"> Creation of a careers database to record all individual career engagements with staff CPD to show how to record and access information. LMI is used to update the Careers Programme and that Year 8, Year 11 and Sixth Form have access to the latest information to make decisions and key transition points. LMI section of website updated for parents to access. Students in Years 7, 11 and 13 are using Globalbridge to create their own profile. Every Year 11 and Year 13 have a 1:1 guidance interview with Careers Advisor which is rigorously monitored for quality and effectiveness. Baseline data to be recorded on every student and used throughout the year. Workplace visits are evaluated to inform future planning. All employers are asked to complete evaluations after visits and parents to be surveyed at parents' evenings. Development of the Southmoor Alumni association with FutureFirst and then using the links created to plan future engagements.
Year Two (2020-2021)	<ul style="list-style-type: none"> All careers activities will be recorded on Compass+ for each student, with staff being able to access these records across the school. All students in Years 7 to 13 to have created a profile on Globalbridge to record their own careers pathways experiences and to be regularly updating these throughout the year. 100% of Year 13 students to have joined the Southmoor Alumni association and at least 3 events organised inviting former students into school to inspire next generation. All students have access to career and labour market information through library, school display, website and tutor time. 	<ul style="list-style-type: none"> Staff training on labour market information for all staff to support staff to bring into their subject teaching Embed the use of software to students and staff Staff training to colleagues can use the Alumni profile in order to invite former students into school to support with events and in curriculum areas.
Year Three (2021-2022)	<ul style="list-style-type: none"> 100% of Year 13 students to have joined the Southmoor Alumni association and at least 3 events organised inviting former students into school to inspire next generation. All students are updating their careers profile on a termly basis and software data analysis shows these updates across all accounts. To continue working with a range of local employers to ensure that all students in Years 7 to 13 have at least one workplace visit per year and have at least one encounter with an employer each year. 	<ul style="list-style-type: none"> Ensure that time is built into the Careers programme so that students can update their profiles and that staff have relevant CPD training in order to access these profiles to check progress. Each curriculum area is responsible for at least one workplace visit per year and that these visits are recorded on the careers database and on individual students' profiles.

Strategic Objective 3:

Build a continuously increasing and relevant network of varied partners and providers who can engage students in developing their career pathways. These partners will work in partnership with subject areas to develop collaborations enabling opportunities for students to see clear links between their subject learning and the world of work.

Benchmarks 1, 2, 3, 4, 5, 6, 7 and 8

Year	What will success look like (Targets)? What do we want to achieve?	What actions we will take as a school to achieve these targets?
Year One (2019-2020)	<ul style="list-style-type: none">Each subject area to have established a link with a local business and to have developed their own project/collaborative work to engage students.100% of Year 7, 12 and 13 students to have visited at least one higher education provider and 100% of Year 11 students to have had contact with at least one further education provider by the end of the academic year.80% of all students in Year 10 and Year 12 to have completed a work experience by the end of the year and obtained a meaningful experience of a workplace.	<ul style="list-style-type: none">All Year 10 students embark on a work placement one afternoon per week and record these encounters each week.Annual Southmoor Careers Fair where local business, training providers and further and higher education providers will engage with Year 8, 10, 11 and Sixth Form students. The types of employers who attend will reflect LMI.Arrange with local universities for all Year 7 students to meet with staff and students.Raising Aspirations coordinator to ensure that all Year 12 students visit a university to meet with staff and students.In collaboration with our Enterprise Advisor, every department to be linked with a local business and to begin collaborative work.
Year Two (2020-2021)	<ul style="list-style-type: none">Each subject area to have established a link with a local business and to have developed their own project/collaborative work to engage students.100% of all students in Year 10 and Year 12 to have completed a work experience by the end of the year and obtained a meaningful experience of a workplace.100% of all Year 10 students have engaged with colleagues from a local university and explored future pathways linked to their interests and their own future pathway research.100% of all Year 10 students to have had the opportunity to meet with local further education providers, apprenticeship providers and training providers to explore future pathways.	<ul style="list-style-type: none">All Year 10 students to complete a block work placement in June 2021 and to record this encounter in a journal. All Year 12 students to complete work experience week in the summer term.Raising Aspirations coordinator to work with a local university in order to plan opportunities for the whole of Year 10 to engage with a local university.Visits and virtual events with further education, apprenticeship and training providers.
Year Three (2021-2022)	<ul style="list-style-type: none">Each curriculum area has established links with a range of businesses that they are using on a regular basis to support curriculum delivery.	<ul style="list-style-type: none">Continue to create links with local businesses in order to link these with curriculum areas. Teachers need time in order to engage with these businesses and to have time to plan collaborative links.Survey each curriculum area in order to establish what links have been created already and how successful these links have been.



Careers at Southmoor Academy



Current Position Summary – updated September 2021

The evaluation of our current summary is based on mapping our provision against the Gatsby Benchmarks by using the Careers & Enterprise Company's COMPASS tool and the outcome of our assessment of the Inspiring IAG Quality in Careers Standard Award.

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 (see full Gatsby Benchmark strengths and areas for improvement in detail in appendix). We fully achieved all of the Benchmarks by May 2020.

Benchmark	% of the assessment areas in Benchmark achieved (Feb 2019)	% of the assessment areas in Benchmark achieved (May 2021)	% of schools nationally meeting this Benchmark (2020)
1: A stable careers programme	82%	100%	27%
2: Learning from career & labour market information	100%	100%	52%
3: Addressing the needs of each student	81%	100%	25%
4: Linking curriculum learning to careers	100%	100%	45%
5: Encounters with employers and employees	75%	100%	58%
6: Encounters of workplace	100%	100%	52%
7: Encounters with further & higher education	87%	100%	30%
8: Personal Guidance	87%	100%	61%

- Following a 2-year journey, the school successfully achieved the **Quality in Careers Standard with all Gatsby Benchmarks** in July 2020. The school achieved Stage 1 in October 2018, followed by Stage 2 in July 2019. The school successfully maintained the Award in July 2021 following the first annual review.
- Careers Leader has completed the Teach First Careers and Employability Leadership Programme.
- Southmoor was successful in the application to join the North East Ambition Careers Hub and we are one of 40 secondary schools and 10 colleges to join this Hub. This offers extra support from the North-East Local Enterprise Partnership Skills team, in addition to extra resources and funding.
- Southmoor is a School Affiliate member of the CDI (Career Development Institute). This provides us with regular careers news and updates, training opportunities and national representation.
- The careers work in school has already gained national reputation as the Careers Leader was asked to speak to a programme manager at the Gatsby Foundation about the impact of Careers in the Curriculum. This information was to be used in a presentation delivered to the British Academy (Humanities and Social Sciences). Careers Leader was also asked to demonstrate our successful work on Gatsby Benchmark 4 (Careers in the Curriculum) at the Regional Careers Hub meeting in February 2019 and the Regional Careers Leaders meeting in February 2020.
- The school was awarded the Silver Award and School Champion status for 2017-2018 by NCS (National Citizen Service) for the number of Year 11s involved in the summer of 2018. This was followed by the Gold Award and School Champion status for 2018-2019.
- In terms of staffing, the careers team consists of the Senior Leader: Student Progression (Careers Leader with oversight of Careers provision and PSHE/SMSC), Careers Advisor (Level 6 trained), Raising Aspirations/Oxnet Coordinator and Sixth Form Pastoral Leaders based in the Sixth Form. In addition, there is a Careers link on the Local Academy Council

who is also the school's Enterprise Advisor. Staff at all levels in school have input into the Careers provision, including all teaching staff, pastoral colleagues, and non-teaching staff (see Careers Roles and Responsibilities 2021-2022 overview).

- Each curriculum area has an appointed Careers Champion who is responsible for disseminating careers information to colleagues within their own subject area.
- We completed the Skills Builder Accelerator programme in 2020-2021 and achieved the Silver Award. We are continuing to work with Skills Builder in 2021-2022 by completing the Accelerator+ programme.
- Typically, the school has maintained low NEET (Not in Education, Employment or Training) figures with the majority of students moving on to Further Education (many remaining in the school's recently developed Sixth Form provision):

Secondary

Destination	2013 %	2014 %	2015 %	2016 %	2017 %
Pupils staying in education for at least 2 terms after key stage 4	89%	86%	89%	84% (Boys: 75%, Girls: 94%) (Disadvantaged: 77%, others: 88%)	84% (Boys: 79%, Girls: 90%) (Disadvantaged: 77%, others: 88%)
Further education college or other further education provider	75%	44%	48%	40% (Boys: 34%, Girls: 44%) (Disadvantaged: 43%, others: 37%)	43% (Boys: 40%, Girls: 48%) (Disadvantaged: 63%, others: 33%)
School sixth form	N/A*	40%	41%	43% (Boys: 38%, Girls: 48%) (Disadvantaged: 33%, others: 50%)	41% (Boys: 40%, Girls: 42%) (Disadvantaged: 13%, others: 54%)
Entered Employment	UNK*	4%	5%	2%	7%
Entered Apprenticeship	11%	10%	12%	7%	3%
Pupils staying in education or employment for at least 2 terms after key stage 4	UNK*	90%	94%	93% (Boys: 89%, Girls: 98%) (Disadvantaged: 86%, others: 98%)	94% (Boys: 93%, Girls: 95%) (Disadvantaged: 88%, others: 97%)
NEET	2%	SUPP*	6%	SUPP*	6%

***N/A: Our Sixth Form opened in 2014 with the first entry in 2014**

***UNK: Unknown**

***SUPP: Suppressed - This is usually when there are 5 or fewer pupils or students covered by the measure (10 in the case of destination measures). These figures are not made public to protect individual privacy.**

16-18 (data only available from 2016, as this was the first year where students completed post-16 education within the school's own sixth form)

Destination	2016 %	2017%
Students staying in education or employment for at least 2 terms after 16 to 18 (level 3) study	88%	91%
Students staying in education for at least 2 terms after 16 to 18 study	66%	72%
Higher education (level 4 and above)	64%	70%
Top third higher education institutions	29%	
Of which Russell Group	26%	
Of which Oxford or Cambridge	SUPP*	
Other higher education institutions or providers	34%	
Students staying in apprenticeships for at least 6 months after 16 to 18 study	10%	7%
Students staying in employment for at least 2 terms after 16 to 18 study	12%	13%

***SUPP: Suppressed - This is usually when there are 5 or fewer pupils or students covered by the measure (10 in the case of destination measures). These figures are not made public to protect individual privacy.**



Monitoring and Evaluation Process

Most of the activities implemented within the school are delivered through the Personal Development 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.

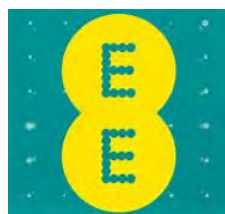
To evaluate our careers programme we need to set out what we want our end results to be, what we want our students to achieve by the end of their full-time education. The aims of our programme are simple:

- 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

Full details of our Monitoring and Evaluation programme can be found in Appendix 10.

Our Key External Partnerships

At Southmoor we work with a large number of key external partners to support our delivery of the Careers Programme. These are our major partners who we work with each year.



Apprenticeship Support
and Knowledge
for schools and colleges





Careers at Southmoor Academy



Links to Appendices

Appendix 1	Our School's Current Careers Guidance Provision – Strengths, Weaknesses, Opportunities and Threats.
Appendix 2	Compass Results Summary – May 2021. Achievements and Areas for Development.
Appendix 3	Careers training needs
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Appendix 6	6A KS3 Programme of Study and Activities 6B KS4 Programme of Study and Activities 6C 16-19 Programme of Study and Activities
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This Careers Strategy has been approved by the Headteacher:

Signed _____

Date _____

The Careers Strategy will be reviewed in July 2022.



Careers at Southmoor Academy



APPENDIX 1: Our School's Careers Guidance Provision - Strengths, Weaknesses, Opportunities and Threats

This review was completed in September 2018 in order to see, at that time, what the strengths, weaknesses, opportunities and threats were to the Careers provision at Southmoor Academy. This document was then used to identify our Strategic Objectives and then the individual action points to achieve those objectives.

Strengths

- Through working with our partner school in our MAT, we have developed good careers based resources that we can use in PSHE lessons to go through the important key areas of careers education. These have already been trialled and evaluated by our partner school and we will be putting these into place here in September.
- In the previous academic year, we successfully launched a "Careers Week" where each subject area planned and delivered a specific careers lesson based on the skills that they can develop in that particular curriculum area. This was accompanied by presentations and assemblies. We will be repeating this again in the next year, but on a bigger scale with improvements. We are well on the way to achieving Benchmark 4.
- The vast majority of students in the current Year 11 have had a meaningful experience of a workplace through a work experience placement. The current Year 12 also completed a work placement programme just before the summer holidays and therefore have gained a meaningful experience.
- A small number of less-engaged students completed a work-related learning week, where businesses and outside agencies came into school to talk to our students.
- The out-going Year 11 students had the opportunity to 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 (including Nissan and Liebherr). Students also took part in a work discovery week.
- Our most recent OfSTED report (November 2017), 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, particularly for sixth form, to enable students to make the right decisions about which higher education course they should apply for.
- Appointment of a level 6 trained Careers Advisor, who previously worked for Local Authority Connexions service. She will be based across both schools in the MAT.

Weaknesses

- Monitoring the effectiveness of our careers programme. Director of Personal Development has already done some monitoring of the programme by gaining the views of students and staff; however, the results are concerning. Of more concern is there has been no improvement in the effectiveness of the careers programme.
- We have not engaged with LMI and communicating this with parents or students.
- 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 Years 11 and sixth form in the past through careers fairs, although some students in Years 9 and 10 have been involved in workplace visits.
- Not all students have had the opportunity to engage with sixth form colleges and universities. We have favoured our own Sixth Form; however, we need to offer impartial advice to all.
- We have not been successful in recording individual students' engagements with careers. 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 for both 2018 and what we need to achieve by 2020.

Opportunities	Threats
<ul style="list-style-type: none"> - Work Experience placements for all students in Year 10 in 2018-2019. We have completed overhauled the work placement experience - all students in Year 10 will take part in a work placement every Wednesday afternoon from 12.45 onwards (this replaces the tradition Work Experience week) from October. Students are currently finding their placements and our own in-house Health and Safety checks will start (following H&S training of key members of staff). This will take place across our MAT. - Careers Fair on Thursday 22 November. We are in the process of inviting as many businesses, outside agencies, enterprises and services as possible to attend. The careers fair will be aimed at Years 8, 11 and Sixth Form, but, for the first time, we will be opening this up to parents in the evening too. - RTC North have offered business mentors to work with some of our less-engaged students. This will be established early September. - Careers Friday to be established during Personal Development (PSHCE time in a morning) where students will be engaged with a range of activities to support their career development. This will be led by Form tutors following an introduction in early September. - We have been invited to be one of the 40 schools in the north-east Careers Hub as announced recently by the Government. We will be working closely with the LEP and will be attending the launch in early October. This will provide additional resources and support. - We have two demonstrations booked in by companies who will be showing us what software is available to track careers data. - Establishment of "Careers Champions" in each curriculum area of the school. This will be launched in late September and will lead to each curriculum area having their own "Careers Week". 	<ul style="list-style-type: none"> - Not all members of staff understand their role in the Careers programme and understand how to engage with it. Director of Personal Development and Careers Leader will need to evaluate in more detail the effectiveness of form tutors in delivering the programme. - Finding outside agencies, businesses and services to engage with our provision. In previous careers activities, many businesses have dropped out at the last minute due to either time constraints or funding issues. We need to build up and strengthen our relationship with these businesses and services. - Time - as with anything, more time would be a luxury to build on the careers programme. We just need to be careful and efficient with the time available for all colleagues involved in the careers programme. - Not enough Work Placements available to achieve our ambitious goal of having every Year 10 engaged in a work placement on a Wednesday afternoon. We need to be positive from the outset and believe that it will work, but there is always the risk! - Budget: there is a very small budget for Careers activities. We are having to actively seek where we can engage with outside agencies at very little cost or for no cost at all.



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APPENDIX 2: Compass Results Summary – May 2021

Using the Career and Enterprise Company's COMPASS tool, we are able to see how well our school is working towards achieving the Gatsby Benchmarks and compare our school to other schools nationally. This summary below shows how well we have achieved on each Benchmark, what our current provision and achievements are and our current areas of development. The COMPASS review will be completed again in October 2021 to see any changes since May 2021.

Gatsby Benchmark	Current Provision & Achievements	Areas for Development
1. A stable careers programme 100%	<ul style="list-style-type: none">All students in Years 7 to 10 have a weekly Careers lesson during personal development time. All resources are mapped to the CDI framework.Students in Year 11 have access to regular information-giving presentations from both internal and external speakers.All Year 11 and Year 13 have a 1:1 Careers Guidance interview with a Level 6 Careers Guidance Advisor during the academic year.Year 12 and 13 have regular careers sessions delivered by tutors and external speakers.The whole-school careers programme is written down, approved by board of governors and is published on the school website.The whole-school careers strategy will be evaluated after 3 years, although monitoring and revisions take place every year.There is a comprehensive careers section on the school website which has information for parents, students and employers.A new link governor has been appointed on the Academy Council who is also the school's Enterprise Advisor.	<ul style="list-style-type: none">Evaluations of the careers programme by parents and students needs to be developed further – exploring other ways of gaining feedback and ensuring that a wide range of parental views are taken into consideration.
2. Learning from careers & labour market information 100%	<ul style="list-style-type: none">Students in Years 7 to 10 have termly sessions in personal development lessons related to LMI.Some Year 10 students have sessions from DWP colleagues about understanding LMI.DWP colleagues attended Sixth Form Open Evening.LMI is displayed at all parents' evenings with access to Careers Advisor for further information.LMI is displayed in the Careers Hub and regularly updated.Staff CPD session update in March 2020 led by colleagues from the North East LEP with a virtual updated in March 2021.LMI section of school website is updated weekly with latest North-East LMI bulletins.	<ul style="list-style-type: none">Years 12 and 13 students need to have more regular access to LMI. This is currently not used as much in their Careers programme.Involve DWP in the careers programme, particularly for younger years.
3. Addressing the needs of each pupil 100%	<ul style="list-style-type: none">Recent staff survey agreed that we are raising the aspirations of all students.Destinations data is analysed each year in order to further develop the Careers Programme.Connexions service from LA are carrying out 1:1 Guidance interviews for vulnerable students as identified from data and by SENDCO.	<ul style="list-style-type: none">Launch Compass+ with all staff in school to enable further tracking of careers education interactions.Share destinations data with staff.Work with the school admin team in order to

	<ul style="list-style-type: none"> We are using Compass+ to record key careers interactions throughout the year for all students, including careers events and 1:1 guidance interviews (leading to intended destinations). 	record all trips and visits on Compass+.
4. Linking curriculum learning to careers 100%	<ul style="list-style-type: none"> Careers Champions have been identified in each subject area. Names are displayed on school website. Careers Week in each subject area across the year. "What can you do with....?" display for each subject area showing 6 key skills in that subject area and possible career pathways – also showing links to other subjects. All colleagues regularly involved in CPD to highlight the importance of Careers throughout the curriculum. Careers & Aspirations is part of the whole MAT Curriculum Intent and is clearly part of individual subject area intents and schemes of work. 	<ul style="list-style-type: none"> Curriculum Areas to support with Workplace visits All subject areas to be linked to a local business and to develop projects into next year.
5. Encounters with employers and employees 100%	<ul style="list-style-type: none"> Very successful Careers Fair held on 21 November 2019 where students in Years 8, 9, 10, 11 and Sixth Form were able to speak to employers and employees (tasks to complete during their encounters). Virtual Careers Fairs have taken place during the year. Year 10 and Year 12 have all completed virtual work experience placements. Visits to employers are starting to be integrated in the curriculum. Involved in the Speakers4Schools programme – recent visit by Communications Director for National Theatre (all Year 10 and Sixth Form students) and a Consultant Physician from Newcastle Hospitals and University. Business Breakfast opportunity took place on Wed 6 March 2019 to develop further links for curriculum areas and local businesses. Newly appointed Enterprise Advisor 	<ul style="list-style-type: none"> Enterprise Advisor to support with contacting businesses, particularly for subject areas.
6. Experiences of workplaces 100%	<ul style="list-style-type: none"> Physical work placements were unable to take place during 2020-2021 academic year; however, all Year 10 and 12 students completed a virtual work experience placement with Skills Builder, Speakers for Schools or other providers. 	<ul style="list-style-type: none"> Work Experience will take the form of a block placement in June 2022 (100% of Year 10 to take part). All year 12 to have organised and had a work placement by July 2022. Curriculum areas to regularly offer workplace visits. Further develop the Alumni association after funding received from CEC.
7. Encounters with Further & Higher Education 100%	<ul style="list-style-type: none"> All Year 12/13 students have opportunity to visit universities. Major local universities were present at the Careers Fair in November. Further Education & Higher Education providers attend Open Evenings and Sixth Form parents' evenings. Targeted information for Year 11 on progressing into Southmoor Sixth Form and Apprenticeships. All Year 7 and 8 students had a meaningful encounter with a local university by the end of the year. 	<ul style="list-style-type: none"> 100% of Year 10 students to have a meaningful encounter visit a university each year – investigate NECOP provision. Ensure that all Year 12 and 13 encounters with higher education are recorded systematically.

	<ul style="list-style-type: none"> • Introduction to Higher Education is part of the KS3 Personal Development programme, with further exploration in KS4. 	
8. Personal Guidance 100%	<ul style="list-style-type: none"> • Appointment of a Level 6 trained Careers Advisor based across the 2 schools in the Trust. Careers Advisor interviews at Southmoor for 2 days each week. • All Year 11 students have a 1:1 Careers Guidance interview by end of the year. • Year 13 students have a 1:1 Careers Guidance interview by end of the year. • Individual Careers Action plan is created and shared with the student and with form tutors. Letter is sent home to parents to inform that the interview has taken place and to look at the action plan. • Weekly drop-in sessions were provided for students and will continue to next year. 	<ul style="list-style-type: none"> • Offer regular drop-in sessions for students in other year groups, and informing parents of how this system works.



Careers at Southmoor Academy



APPENDIX 3: Careers training needs

In October 2018, all staff at Southmoor were invited to complete a survey to identify the current areas of training needs so that we can identify where staff feel confident in delivering careers education and where they need further support. This document summarises the results of this survey to identify the strengths of our staff, areas of development and then an associated action plan. This survey will be conducted again towards the end of the 2018/2019 academic year so that we can target appropriate training for the 2019/2020 school year.

Strengths	Areas for development	Action plan
<p>1. 32.69% of colleagues feel that they know how to talk to students about Higher Education, including the UCAS points system and foundation courses. 11.54% felt competent and capable of providing support to others.</p> <p>2. 61.54% felt confident enough to link together subject curriculum to the world of work and labour market information and a further 11.54% felt competent enough to provide extra support to others.</p> <p>3. 48.08% of colleagues feel confident enough to prepare students to be successful on future study routes and employment, with a further 15.38% feeling competent enough to provide extra support to others.</p> <p>4. It is really promising that already 44.23% of colleagues feel that they know their role in contributing to the school's careers programme.</p> <p>5. 38.46% of colleagues feel that they are confident enough to know where to find resources about careers and progression routes for students and a further 9.62% feel competent enough to provide extra support to others.</p>	<p>1. 36.54% of staff require extra development in how to talk to students about employment-based routes for post-16 and post-18, such as apprenticeships, traineeships and T-Levels, with 26.92% saying there were trained but need further support/coaching.</p> <p>2. 48.08% of all colleagues say that they need extra development in order to interpret and use destination data. 21.15% felt that they were trained but need further support/coaching. Only 3.85% felt competent enough to provide this extra support.</p> <p>3. 42.31% feel that they need extra development in how to connect with and use employers in school.</p> <p>4. There is still 47.08% of colleagues who feel that they need further development and extra support/coaching/training in understanding what their role is in contributing to the school's careers programme.</p>	<p>1. Sandhill View (other partner school in the MAT) to carry out same survey in November 2018.</p> <p>2. In January, there is to be a whole MAT CPD afternoon dedicated to careers and ensuring that staff move from needing extra development to feeling more confident. There will be a carousel, where staff will move around different activity groups focussing on the following strands:</p> <ul style="list-style-type: none"> - Post-16 and post-18 employment-based routes (apprenticeships, traineeships and T-Levels). - interpreting and using destination data - connecting with employers in school - using LMI in curriculum/subject areas - Higher education and the UCAS points system and foundation courses <p>This training will be led by staff who feel competent enough to support others, and by outside providers where necessary. The survey will then be carried out again across both schools and results analysed.</p> <p>3. Continue half-termly Careers updates with all staff in order to ensure that colleagues are aware of their role in contributing to the school's careers programme.</p>



Careers at Southmoor Academy



APPENDIX 4: Career Progression Framework

This document details the individual careers education objectives for each year group that are built into our careers programme along with how these objectives will be measured by the end of the academic year.

Year group	Objectives	Measurable Outcomes
7	<ul style="list-style-type: none">• By beginning careers education early students can make better informed decisions at transition stages and are more motivated in school in order to follow a particular pathway.• Students are encouraged to identify personal traits, strengths and skills and develop confidence and have high expectations of themselves.• Students are introduced to careers resources and informed how to use them.• Students have a wide range of opportunities to engage with a range of local business, FE, HE and training providers.• Students have optional access to independent and impartial advisers via a referral system.• Students are introduced to LMI.	<ul style="list-style-type: none">• Students can explain what personal qualities and skills they have already and how they can use these skills in their future pathways.• Students can explain what 3 personal qualities and skills they need to develop further for their future pathways.• Students are able to explain how to access information about different career pathways and different jobs. They can explain at least one job and what that job involves.• Students understand how to avoid any stereotypical connotations with different types of jobs.• Students can explain what the top job sector is in the North-East and the top sector where there will be demand for employment when they leave school.
8	<ul style="list-style-type: none">• Students build on personal strengths and begin to link skills to specific careers enabling realistic and informed decisions at transition stages.• Students are introduced to the world of work and how it is constantly changing.• Students are introduced to careers software and websites.• Students have a wide range of opportunities to engage with a range of local business, FE, HE and training providers.• Students are encouraged to think about what they might like to achieve after school.• Students have optional access to independent and impartial advisers via a referral system. They are encouraged to use careers resources available and informed where to find out more about specific courses/careers.• Students begin to think about GCSE options in terms of career pathways and plan their future. Students link curriculum areas to careers to help prepare them for choosing their GCSE options.• Students begin to consider how they can use LMI.	<ul style="list-style-type: none">• Students are able to explain what careers or jobs are available for each subject that they study, and have a particular understanding of Maths, English and STEM careers.• Students are able to explain what the different pathways are at post-14, post-16 and post-18 and use this information to inform their option choices.• Students can explain what the careers options are in their local area and explain how this has changed over recent years with possible forecast into the future in terms of demand of jobs when they enter the world of work.

9	<ul style="list-style-type: none"> Students are encouraged to reassess personal strengths with a focus on transferable skills. Students are encouraged to investigate different jobs and careers and what they mean in terms of lifestyle, budgeting and a good work/life balance and develop economic awareness. Students are encouraged to challenge stereotypes within the world of work and traditional job roles. Students have optional access to independent and impartial advisers via drop in sessions. They are also encouraged to use careers resources available and informed where to find out more about specific courses/careers. Students have a wide range of opportunities to engage with a range of local business, FE, HE and training providers. Students are encouraged to access LMI independently. 	<ul style="list-style-type: none"> Students understand the personal skills that they need in order to manage independently in the future and make a successful transition from KS3 to KS4, including changing lifestyles, budgeting and economic awareness, staying safe online. Students are able to name other subjects that are available to them in the future, including post-16 and post-18, that they are not necessarily studying now. Students are able to identify typical stereotypes in the world of work, including gender and age. Students are able to clearly explain the different pathways at post-16 and post-18, and understand the difference between apprenticeship and vocational courses.
10	<ul style="list-style-type: none"> Students explore post 16 pathways. Students have a wide range of opportunities to engage with a range of local business, FE, HE and training providers. Students complete the Building My Skills programme; learning about career pathways, online appearance, workplace behaviour / expectations, preparing a CV, preparing for interview. Economic awareness is developed further and students are encouraged to think about employability, which careers appeal to them and to identify and set themselves realistic future goals. Students begin CV and cover letter writing (as part of the BMS programme). Students have optional access to independent and impartial advisers via a referral system. They are also encouraged to use careers resources available and informed where to find out more about specific courses/careers. Students complete work experience. Students develop interview technique and complete a mock interview with a local employer. Students are encouraged to access LMI independently. 	<ul style="list-style-type: none"> Students can explain the positive and negative aspects of work experience and how they can use the knowledge gained during work experience to reflect on their future pathways. Students understand the personal behaviour skills that are needed in the workplace and to identify what skills they need to improve for when they join the world of work. Students are aware of the different career pathways and where they can access information about different providers. They know details about at least one business, one further education provider, one higher education provider and one training provider. Students have a good understanding of the LMI for the local area, so that they know which sectors are the most important in this area, but also how this is changing and therefore what will be the most important sectors in the future. Students successfully gain a work experience placement (either one afternoon per week between November and June, or a full-week in July).
11	<ul style="list-style-type: none"> Students are supported with post 16 choices and encouraged to consider all their options including further study and apprenticeships. Students are encouraged to consider how LMI is relevant to their post 16 options. All students have a one to one guidance interview with a Careers Guidance Advisor (L6 qualified). 	<ul style="list-style-type: none"> All students have a 1:1 Careers Guidance with a Careers Advisor which leads to an individual Action Plan which is then shared with parents, tutors and teaching staff. No students are at risk of being NEET into the next academic year. 100% of students continue into education or work. At least 60% of students continue into our own Sixth Form.

	<ul style="list-style-type: none"> • Students use careers interviews to help understand different career pathways and entry requirements and are encouraged to make contingency plans should results be better/worse than expected and set personal targets for development. • Students have optional access to additional independent and impartial advice via drop in sessions. They are also encouraged to use careers resources available and informed where to find out more about specific courses/careers. • Students are encouraged to think about the kind of behaviour potential employers look for. • Students are encouraged to attend careers talks, fairs, college open days and taster days with employers. • Students are assisted further with CV writing and encouraged to have a completed a CV and cover letter • Students are kept up to date with post 16 deadlines, open evenings and appropriate internal and external careers events. 	<ul style="list-style-type: none"> • All students have their own CV which they can use to apply for employment, even if they are not at a stage to apply for employment. • 100% of Year 11 students attend the annual Careers Fair and they all have meaningful conversations with prospective education/training providers or employers.
12 and 13	<ul style="list-style-type: none"> • Students are supported with post 18 choices and encouraged to consider all their options including further study and apprenticeships. • Students have a wide range of opportunities to engage with a range of local business, FE, HE and training providers. • All students have a one to one guidance interview with a Careers Guidance Advisor (L6 qualified). • Students are encouraged to consider how LMI is relevant to their post 18 options. • Students are encouraged to attend careers talks, fairs, university open days and taster days with employers. • Students are kept up to date with post 18 deadlines, open evenings and appropriate internal and external careers events. • Students complete work experience. • Students are able to learn about important Lifeskills that they will need to develop in order to live independently at university or when moving away from home. 	<ul style="list-style-type: none"> • 100% of Year 12 and 13 students will visit the annual Careers Fair. • 100% of all Year 12 and 13 students will have completed a 1:1 Personal Guidance interview with the Careers Advisor before the end of Year 13, with an individual action plan created and shared with form tutors and parents. • 100% of students will visit a university to attend an Open Day.



Careers at Southmoor Academy



APPENDIX 5: Career Activity Overview by year group

Students have access to a number of age-specific activities during the course of the year as part of the careers programme. Each activity listed has been referenced to the Gatsby Benchmarks and the CDI Framework (reviewed in April 2021)

References to Gatsby Benchmarks - see Appendix 2 for detail on each Benchmark. References to CDI framework – see Appendix 6 for detail on each CDI area of learning.

<u>Activity</u>	<u>Benchmarks</u>	<u>CDI</u>	<u>Y7</u>	<u>Y8</u>	<u>Y9</u>	<u>Y10</u>	<u>Y11</u>	<u>Y12</u>	<u>Y13</u>
• Access to independent and impartial careers advice and guidance	• 8	• 1, 2, 3, 6	✓	✓	✓	✓	✓	✓	✓
• Careers talks, including guest speakers from local businesses, training providers, apprenticeships, FE, HE and charities.	• 2, 5	• 2, 3, 4, 6	✓	✓	✓	✓	✓	✓	✓
• Careers Education programme embedded into the Personal Development/PSHCE programme	• 1, 2, 3	• 1, 2, 3, 4, 5, 6	✓	✓	✓	✓	✓	✓	✓
• Lifeskills programme	• 1	• 1, 2, 5	✓		✓			✓	
• Careers assemblies, including LMI and visits from outside speakers/employers/providers	• 1, 2, 5	• 1, 2, 4, 6	✓	✓	✓	✓	✓	✓	✓
• Visits to local universities	• 7	• 1, 2, 4, 6	✓	✓	✓	✓	✓	✓	✓
• Careers in the Curriculum – Careers Weeks in each subject area and all subjects link careers to lesson plans	• 4	• 2, 3, 4, 6	✓	✓	✓	✓	✓	✓	✓
• Careers Guidance support available at parents' evenings	• 3, 8	• 1, 2	✓	✓	✓	✓	✓	✓	✓
• Work Discovery sector days (including Health, ICT, Retail, Construction, Creative Media)	• 6	• 1, 2, 3, 4, 6		✓	✓	✓			
• Annual Careers Fair before GCSE Option Choices, post-16 and post-18 decision making.	• 1, 2, 3, 4, 7	• 1, 2, 3, 4, 5, 6		✓			✓	✓	
• STEM careers presentation from local university	• 4	• 4		✓					
• NECOP programme – higher education/study skills	• 1, 3, 7	• 1, 2, 3, 4, 6			✓	✓	✓	✓	✓
• Work Discovery Week in July – range of activities, including careers fair, workplace visits, guest speakers	• 2, 3, 5	• 1, 2, 3, 4, 6			✓	✓			
• Work Experience programme – students take part in a block work placement (Y10) and for a week before the end of the summer term (Y12)	• 6	• 1, 2, 3, 4, 5, 6				✓		✓	
• 1:1 Careers Guidance interviews with level 6 trained Trust Careers Advisor	• 8	• 1, 2, 3, 6		✓	✓	✓	✓	✓	✓
• Opportunity to attend Sixth Form Open Evening in December and January to explore future pathways	• 3, 7	• 1, 2, 4, 6					✓		
• Attending university open days	• 7	• 1, 2, 4						✓	✓

<ul style="list-style-type: none"> • Introduction to the UCAS application process presentation for parents and students 	<ul style="list-style-type: none"> • 3, 7 	<ul style="list-style-type: none"> • 2, 4, 6 						✓	✓
<ul style="list-style-type: none"> • Apprenticeship workshop for parents and students and support with apprenticeship applications 	<ul style="list-style-type: none"> • 2, 3, 7 	<ul style="list-style-type: none"> • 2, 4, 6 					✓		✓
<ul style="list-style-type: none"> • CV writing skills 	<ul style="list-style-type: none"> • 1, 3 	<ul style="list-style-type: none"> • 1, 2, 3, 4 				✓			
<ul style="list-style-type: none"> • Mock interviews 	<ul style="list-style-type: none"> • 1, 2, 3, 5 	<ul style="list-style-type: none"> • 1, 2, 3, 4, 6 				✓			

CAREERS AT SOUTHMOOR ACADEMY



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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.

KEY STAGE THREE

Year 7

- Careers Guidance interviews available
- Careers talks, including guest speakers from local businesses, training providers, apprenticeship providers, further education and higher education providers and charities.
- Careers Education programme embedded into the Personal Development/PSHE programme, focusing on Skills & Qualities, exploring types of jobs and why people work, financial management, online safety, and introduction to higher education.
- Barclays LifeSkills
- Careers Assemblies, including LMI and visits from outside speakers/employers/providers
- Visits to local universities
- Workshops from local universities
- Careers Weeks in each subject area (focusing on developing key skills)
- Careers learning opportunities in lessons
- National Careers Week
- National Apprenticeship Week
- Skills Builder (8 key employability skills) and launch of the Skills Passport
- Introduction to the importance of understanding LMI and how to access this information.
- Access to information on the school website

Year 8

- Careers Guidance interviews available
- Careers talks, including guest speakers from local businesses, training providers, apprenticeship providers, further education and higher education providers and charities.
- Careers Education programme embedded into the Personal Development/PSHE programme, focusing on challenging career stereotypes, 21st Century jobs and changing patterns of employment, Enterprise, Social Action and Environmental Issues, digital footprint, sharing information online and cyber crime.
- Careers Assemblies, including LMI and visits from outside speakers/employers/providers
- Visits to local universities
- Workshops from local universities
- Careers Weeks in each subject area (focusing on developing key skills)
- Careers learning opportunities in lessons
- National Careers Week
- National Apprenticeship Week
- Skills Builder (8 key employability skills) and using the Skills Passport
- Information on the importance of understanding LMI and how to access this information.
- Access to information on the school website
- Work Discovery Sector days and visits to employers
- Careers Fair
- STEM Careers presentations from local universities and employers.

Year 9

- Careers Guidance interviews available
- Careers talks, including guest speakers from local businesses, training providers, apprenticeship providers, further education and higher education providers and charities.
- Careers Education programme embedded into the Personal Development/PSHE programme, focusing on routes to employment, transferable skills, introducing post-16 options, exploring higher education, and financial management in the workplace.
- Careers Assemblies, including LMI and visits from outside speakers/employers/providers
- Visits to local universities
- Workshops from local universities
- Careers Weeks in each subject area (focusing on developing key skills)
- Careers learning opportunities in lessons
- National Careers Week
- National Apprenticeship Week
- Skills Builder (8 key employability skills) and using the Skills Passport
- Information on the importance of understanding LMI and how to access this information.
- Access to information on the school website
- Work Discovery Sector days and visits to employers
- Careers Fair
- GCSE Option choices support
- NECOP programme (higher education and study skills)
- Barclays LifeSkills

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KEY STAGE FOUR

Year 10

- Careers Guidance interviews available
- Careers talks, including guest speakers from local businesses, training providers, apprenticeship providers, further education and higher education providers and charities.
- Careers Education programme embedded into the Personal Development/PSHE programme, focusing on preparing for the workplace, equal opportunities, health & safety in the workplace, applying for a work experience placement, personal statements and CV writing, admissions tests, post-16 progression routes, online security and fraud, and risk & reward.
- Barclays LifeSkills
- Careers Assemblies, including LMI and visits from outside speakers/employers/providers
- Visits to local universities
- Workshops from local universities
- Careers Weeks in each subject area (focusing on developing key skills)
- Careers learning opportunities in lessons
- National Careers Week
- National Apprenticeship Week
- Skills Builder (8 key employability skills) and using the Skills Passport
- Regular LMI updates to understand the local employment opportunities.
- Careers Fair
- Careers Explorer focusing on post-16 options (both in school and online)
- Mock interviews and CV writing workshops
- Access to information on the school website
- Work Experience programme
- NECOP programme (higher education and study skills)
- Work Discovery Sector days and visits to employers
- Taster visits to local colleges and further education providers
- Building My Skills from Esh Group.
- Careers support available at Parents' Evening

Year 11

- Careers Guidance interview with qualified Careers Advisor.
- Careers talks, including guest speakers from local businesses, training providers, apprenticeship providers, further education and higher education providers and charities.
- Careers Education programme embedded into the Personal Development/PSHE programme, focusing on post-16 progression routes, applying to post-16 education or training, employment skills, lifelong learning, and study skills.
- Careers Assemblies, including LMI and visits from outside speakers/employers/providers
- Visits to local universities
- Workshops from local universities
- Careers Weeks in each subject area (focusing on developing key skills)
- Careers learning opportunities in lessons
- National Careers Week
- National Apprenticeship Week
- Skills Builder (8 key employability skills) and using the Skills Passport
- Regular LMI updates to understand the local employment opportunities.
- Careers Fair
- Access to information on the school website
- NECOP programme (higher education and study skills)
- Apprenticeship workshops to support apprenticeship applications
- Careers support available at Parents' Evening.
- Opportunity to attend sixth form and further education open evenings.
- Presentations and opportunities to apply for the summer NCS programme
- Taster visits to local colleges and further education providers
- Transition activities and visits to The Sixth Form at Southmoor Academy

CAREERS AT SOUTHMOOR ACADEMY



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KEY STAGE FIVE

Year 12

- Careers Guidance interviews available
- Careers talks, including guest speakers from local businesses, training providers, apprenticeship providers, further education and higher education providers and charities.
- Careers Education programme embedded into the Personal Development/PSHE programme, focusing on post-18 progression routes, UCAS, applying for a work placement, health & safety at work, personal skills, writing personal statements and CV writing, mock interviews and admissions tests, and financial management.
- Barclays LifeSkills
- Careers Assemblies, including LMI and visits from outside speakers/employers/providers
- Visits to local universities
- Workshops from local universities
- Careers learning opportunities in lessons
- National Careers Week
- National Apprenticeship Week
- Skills Builder (8 key employability skills)
- Regular LMI updates to understand the local employment opportunities.
- Careers Fair
- Access to information on the school website
- Work Experience programme
- Work Discovery Sector days and visits to employers
- Arranging and attending university open days
- Careers support available at Parents' Evening.

Year 13

- Careers Guidance interview with qualified Careers Advisor.
- Careers talks, including guest speakers from local businesses, training providers, apprenticeship providers, further education and higher education providers and charities.
- Careers Education programme embedded into the Personal Development/PSHE programme, focusing on post-18 progression routes, UCAS, applying for a work placement, health & safety at work, personal skills, writing personal statements and CV writing, mock interviews and admissions tests, and financial management.
- Careers Assemblies, including LMI and visits from outside speakers/employers/providers
- Visits to local universities
- Workshops from local universities
- Careers learning opportunities in lessons
- National Careers Week
- National Apprenticeship Week
- Skills Builder (8 key employability skills)
- Regular LMI updates to understand the local employment opportunities.
- Careers Fair
- Access to information on the school website
- Apprenticeship workshops to support apprenticeship applications
- Arranging and attending university open days
- Careers support available at Parents' Evening.
- Opportunity to join the Southmoor Alumni association






Careers at Southmoor Academy






APPENDIX 6A: KS3 Programme of Study and Activities

In addition to each age-specific activity being referenced by the Gatsby Benchmarks, all elements of the career programme also follow the CDI (Careers Development Institute) Framework (revised April 2021) which is broken down into Key Stages. This first document shows what students are expected to achieve by the end of Years 7, 8 and 9, along with example activities in order to achieve these outcomes.

	Elements of Learning	KS3 Learning Outcomes	Students will be able to ...	Y7	Y8	Y9
1	Grow Throughout Life Grow throughout life by learning and reflecting on yourself, your background, and your strengths. 	<ul style="list-style-type: none">being aware of the sources of help and support available and responding positively to feedbackbeing aware that learning, skills and qualifications are important for careerbeing willing to challenge themselves and try new thingsrecording achievementsbeing aware of heritage, identity and values	<ul style="list-style-type: none">Talk about their strengths to others in the classSay what they like and enjoy doing and can give examples when discussing them with their tutor as part of a reviewComplete a range of self-assessment exercises and record the results in their career action plan (Globalbridge profile)Tell their own story, how they are making progress and what they need to do to raise their achievement and improve their wellbeingExplore the subjects being offered at KS4 and post-16 and give the facts about qualifications, skills and jobs they could gain by studying particular subjectsUnderstand the issues of protected characteristics including, race, religion, gender, age, disabilitySay which employability skills they have used and how they have been used in some subjects	y	y	y
2	Explore Possibilities Explore the full range of possibilities open to you and learn about recruitment processes and the culture of different workplaces.	<ul style="list-style-type: none">being aware of the range of possible jobsidentifying common sources of information about the labour market education systembeing aware of the main learning pathways (e.g. university, college and apprenticeships)being aware that many jobs require learning, skills and minimum qualifications	<ul style="list-style-type: none">Say what is LMI (including SIC & SOC) and why they need to be aware of it for making future decisionsAnalyse local job vacancies using job vacancy websites/ apps/newspapers and other sourcesUse comprehensive websites to research local LMI data provided by teachers, employer groups such as local LEAs, National Careers ServiceIdentify and plan for making the most of information, advice and guidance' in our school to support their thinking and decision making especially at the end of key stage 3.	y	y	y

		<ul style="list-style-type: none"> • being aware of the range of different sectors and organisations where they can work • being aware of the range of ways that organisations undertake recruitment and selection 	<ul style="list-style-type: none"> • Actively take part in employer led activities to develop their networking skills • Prepare and present themselves well when going through a selection process for roles in school e.g. School Council, peer mentor 			
3	Manage Career Manage your career actively, make the most of opportunities and learn from setbacks 	<ul style="list-style-type: none"> • being aware that career describes their journey through life, learning and work • looking forward to the future • imagining a range of possibilities for themselves in their career • being aware that different jobs and careers bring different challenges and rewards • managing the transition into secondary school and preparing for choosing their GCSEs • learning from setbacks and challenges 	<ul style="list-style-type: none"> • Explain what the term 'career' means to them • Recognise the skills and qualities needed for the world of work through activities/experiences • Keep and maintain a skills log recording their best demonstrations of the qualities and skills needed for employability in their career action plan • Identify the opportunities for developing employability qualities and skills in key stage 4 both in and out of school. • Research for the skills, qualifications and experience they need to discuss and where necessary negotiate their plans for the future • Engage in target-setting and review activities with their tutor and subject teachers • Discuss their options with a Careers adviser as part of a careers interview • Be positive, flexible and well prepared for their move into key stage 4 through completing and reflecting on their career action plan setting new personal goals if necessary 	y	y	y
4	Create Opportunities Create opportunities by being proactive and building positive relationships with others	<ul style="list-style-type: none"> • developing friendships and relationships with others • being aware that it is important to take initiative in their learning and life • being aware that building a career will require them to be imaginative and flexible 	<ul style="list-style-type: none"> • Create a visual diagram to show their personal networks of support – family and friends, the groups to which they belong, teachers and they can identify the role of impartiality and the sources of partiality from the network • Use social media and platforms such as LinkedIn to prepare a personal profile • State what are the qualities and skills needed to be an entrepreneur 	y	y	y

		<ul style="list-style-type: none"> • developing the ability to communicate their needs and wants • being able to identify a role model and being aware of the value of leadership • being aware of the concept of entrepreneurialism and self-employment 	<ul style="list-style-type: none"> • Use the qualities and skills when being enterprising as part of 'drop-down' days, challenges, through subjects etc • Record and maintain their career action plan recording when they have demonstrated the qualities and skills of being enterprising 			
5	<p>Balance Life and Work Balance your life as a worker and/or entrepreneur with your wellbeing, other interests and your involvement with your family and community</p> 	<ul style="list-style-type: none"> • being aware of the concept of work-life balance • being aware that physical and mental wellbeing are important • being aware of money and that individuals and families have to actively manage their finances • being aware of the ways that they can be involved in their family and community being aware of different life stages and life roles • being aware of rights and responsibilities in the workplace and in society • recognising the injustices caused by prejudice, stereotypes and discrimination in learning and workplaces 	<ul style="list-style-type: none"> • Identify what are the health & safety risks to themselves and others as they move around the school and use different subject rooms and know how to minimise the risks • Show how to get the most from a personal budget, understand and use financial words • Identify how to stand up to stereotyping and discrimination that is damaging to them and those around them 	y	y	y
6	<p>See the Big Picture Explore the full range of possibilities open to you and learn about recruitment processes and the culture of different workplaces</p> 	<ul style="list-style-type: none"> • being aware of a range of different media, information sources and viewpoints • being aware that there are trends in local and national labour markets • being aware that trends in technology and science have implications for career • being aware of the relationship between career and the natural environment • being aware of the relationship between career, community and society • being aware of the relationship between career, politics and the economy 	<ul style="list-style-type: none"> • Select the relevant careers information and say which ones interest them • Identify the different kinds of work that people do and say why people's job satisfaction varies as personal situations change • Consider their own and other people's ideas about learning, careers and the world of work to inform opinions and decisions 	y	y	y






Careers at Southmoor Academy






APPENDIX 6B: KS4 Programme of Study and Activities

In addition to each age-specific activity being referenced by the Gatsby Benchmarks, all elements of the career programme also follow the CDI (Careers Development Institute) Framework (revised April 2021) which is broken down into Key Stages. This document shows what students are expected to achieve by the end of Years 10 and 11, along with example activities in order to achieve these outcomes.

	Elements of Learning	KS4 Learning Outcomes	Students will be able to	Y10	Y11
1	Grow Throughout Life Grow throughout life by learning and reflecting on yourself, your background, and your strengths. 	<ul style="list-style-type: none"> • responding positively to help, support and feedback • positively engaging in learning and taking action to achieve good outcomes • recognising the value of challenging themselves and trying new things • reflecting on and recording achievements, experiences and learning • considering what learning pathway they should pursue next • reflecting on their heritage, identity and values 	<ul style="list-style-type: none"> • Complete an 'interests'/'personality' questionnaire using an online programme such as Kudos, Morrisby, i-could and discuss the job and course suggestions with their peers/tutor/adviser/ parents • Describe what they like about how they have changed since Year 7 • Discuss their personal story so far and project it into the near future to show how they are building on their interests and strengths • Set personal and learning targets to build upon these strengths rather than focus on their weaknesses • Keep and maintain their career action plan highlighting experiences and achievements, reflecting on what they have learned • Record the evidence of their best use of key employability skills • Evidence how they apply and develop key employability skills through work-related activities • Discuss the role of employers in 'making reasonable adjustments to their workplaces to overcome barriers experienced by disabled people' under the Equality Act 2010 • Discuss their options with family, friends/social network, school staff and career specialists and carefully weigh up the advice received 	y	y
2	Explore Possibilities Explore the full range of possibilities open to	<ul style="list-style-type: none"> • considering what jobs and roles are interesting 	<ul style="list-style-type: none"> • Analyse national and local data on the destinations of last year's leavers and consider possible implications for their own plans 	y	y


	<p>you and learn about recruitment processes and the culture of different workplaces.</p> 	<ul style="list-style-type: none"> researching the labour market and the education system recognising the main learning pathways and considering which one they want to follow and how they will access and succeed in it researching the learning and qualification requirements for jobs and careers that they are interested in researching the range of workplaces and what it is like to work there researching how recruitment and selection processes work and what they need to do to succeed in them 	<ul style="list-style-type: none"> Use comprehensive websites to research local LMI and identify current trends in the local and regional area over the next five years Discuss their options with family, friends/social network, school staff and career specialists and carefully weigh up the advice received Understand what impartiality means and how it is applied to their own personal circumstances Identify questions relating to equality of opportunity that interviewers are not allowed to ask candidates Discuss the use of social media, digital platforms and managing their digital footprint in relation to marketing myself 		
3	<p>Manage Career Manage your career actively, make the most of opportunities and learn from setbacks</p> 	<ul style="list-style-type: none"> recognising the different ways in which people talk about career and reflecting on its meaning to them building their confidence and optimism about their future making plans and developing a pathway into their future considering the risks and rewards associated with different pathways and careers taking steps to achieve in their GCSEs and make a decision about their post-16 pathway thinking about how they deal with and learn from challenges and setbacks 	<ul style="list-style-type: none"> Weigh up the pros and cons of single-track careers, serial careers, portfolio careers and lifestyle careers from an activity such as employer 'speed dating' and say which appeals to them and why Discuss with their tutor what they need to do and plan for in taking control of their own career over the next 4-5 years Complete a range of sections on sample application forms that ask them to provide evidence of the skills and qualities that they have demonstrated List the main sections/headings on a CV and the 'do's' and 'don'ts' on how to complete them following an employer-led workshop Practise using three main styles of communication and conflict resolution (i.e. being passive, assertive or aggressive) by taking part in role plays Discuss how to handle the consequences of their decision-making with peers and their tutor Draw on previous experiences that they and others had when making decisions at 13+ and suggest how the lessons learnt can be applied to 16+ 	y	y



			<ul style="list-style-type: none"> Say what should be in an induction programme for young people going into the sixth form, a college, work-based learning or an apprenticeship 		
4	Create Opportunities Create opportunities by being proactive and building positive relationships with others 	<ul style="list-style-type: none"> developing friendships and relationships and reflecting on their relationship to their career starting to take responsibility for making things happen in their career being able to reflect on and change their career ideas and the strategies that they are pursuing to achieve them being willing to speak up for themselves and others being able to discuss roles models and reflect on leadership researching entrepreneurialism and self-employment 	<ul style="list-style-type: none"> List the techniques of successful marketing and apply them to a marketing challenge whilst working with employers Assess their skills in being enterprising, in and out of school, and discuss these with their tutor when completing their career action plan targets Draw up a list of questions that they want to ask 'stallholders' who I will meet at a forthcoming careers fair, analyse the answers and record their thoughts/decisions in their career plan Research the opportunities for volunteering e.g. through the National Citizen Service, local websites and plan how they will participate 	y	y
5	Balance Life and Work Balance your life as a worker and/or entrepreneur with your wellbeing, other interests and your involvement with your family and community 	<ul style="list-style-type: none"> reflecting on the different ways in which people balance their work and life reflecting on their physical and mental wellbeing and considering how they can improve these recognising the role that money and finances will play, in the decisions that they make and, in their life and career recognising the role that they play in their family and community and considering how that might shape their career considering how they want to move through different life stages and manage different life roles developing knowledge of rights and responsibilities in the workplace and in society 	<ul style="list-style-type: none"> Carry out a risk assessment and consider the health and safety requirements of an indoor space at school e.g. laboratory, dining hall, D&T room Apply this information to ensuring they are following health and safety guidelines whilst on a work experience placement and record these in their work experience diary Calculate the cost of higher education against an apprenticeship and how the return on their investment can be managed Reflect on attending a careers fair to research the implications of choosing one pathway over another 	y	y



		<ul style="list-style-type: none"> identifying what they can do, individually and with others, to challenge prejudice, stereotyping and discrimination in learning and workplaces 			
6	<p>See the Big Picture Explore the full range of possibilities open to you and learn about recruitment processes and the culture of different workplaces</p> 	<ul style="list-style-type: none"> evaluating different media, information sources and viewpoints exploring local and national labour market trends exploring trends in technology and science exploring the relationship between career and the environment exploring the relationship between career, community and society exploring the relationship between career, politics and the economy 	<ul style="list-style-type: none"> Analyse stories in the news about the factors that affect the mental health of workers Talk to alumni about how their jobs are likely to change in the next 5-10 years Compare and contrast their experience of two different enterprise simulations – one based on a shareholder model and the other on a co-operative model Reflect on what organisational structure appeals most to them and why 	y	y


APPENDIX 6C: 16-19 Programme of Study and Activities

In addition to each age-specific activity being referenced by the Gatsby Benchmarks, all elements of the career programme also follow the CDI (Careers Development Institute) Framework (revised April 2021) which is broken down into Key Stages. This document shows what students are expected to achieve by the end of Years 12 and 13, along with example activities in order to achieve these outcomes.

	Elements of Learning	16-19 Learning Outcomes	Students will be able to ...	Y12	Y13
1	Grow Throughout Life Grow throughout life by learning and reflecting on yourself, your background, and your strengths. 	<ul style="list-style-type: none"> actively seeking out help, support and feedback taking responsibility for their learning and aiming high seeking out challenges and opportunities for development reflecting on and recording achievements, experiences and learning and communicating them to others planning their next steps in learning and work discussing and reflecting on the impact of heritage, identity and values 	<ul style="list-style-type: none"> Complete a personal skills audit and review using one of the online tools e.g. Unifrog, YEUK Write a statement of my career values for their personal career (e-)portfolio to use in preparation for their personal statement for forthcoming applications Construct a personal statement for an application they are making (e.g. a UCAS or apprenticeship application) Use career 'dilemma' scenarios to discuss and consider what the impact of each dilemma could be on their future e.g. their results are better than expected Take part in a group activity and complete a questionnaire to assess their contribution to the work of the group and what they would do differently or better next time Access face-to-face and online help and can explain what they would do to prepare for and follow up a careers interview 	Y	Y
2	Explore Possibilities Explore the full range of possibilities open to you and learn about recruitment processes and the culture of different workplaces.	<ul style="list-style-type: none"> developing a clear direction of travel in their career and actively pursuing this actively seeking out information on the labour market and education system to support their career having a clear understanding of the learning pathways and qualifications that they will need to pursue their career actively researching and reflecting on workplaces, workplace culture and expectations 	<ul style="list-style-type: none"> Investigate trends in HE admissions and graduate employment and consider possible implications for their own plans Access HE/ Careers/ Skills Fairs to gather further information about the different pathways available and they are able to draw conclusions about the personal benefits and discuss this in a careers interview Investigate how self-employed people use different strategies to market themselves safely online using network tools such as LinkedIn, Twitter and Facebook establishing what works well and why 	Y	Y

		<ul style="list-style-type: none"> analysing and preparing for recruitment and selection processes 	<ul style="list-style-type: none"> Tailor an application to specific roles/courses Perform well when taking part in an online interview and learn from the experience 		
3	Manage Career Manage your career actively, make the most of opportunities and learn from setbacks 	<ul style="list-style-type: none"> being able to describe the concept of career and say what it means to them building their confidence and optimism about their future and acting on it actively planning, prioritising and setting targets for their future considering the risks and rewards of different pathways and career and deciding between them managing the transition into the post-16 learning context and preparing for post-18 transitions being proactive about being resilient and learning from setbacks 	<ul style="list-style-type: none"> Explore the notion of 'careership' by comparing and contrasting different systems of advancement, e.g. 'bureaucratic careers', apprenticeships, the training regimes of sportspeople and instant fame TV talent competitions Reflect and discuss on the different processes they have experienced in order to manage my own career development e.g. using their traits – interest, abilities and values to fit or match particular jobs or through social learning, family/ environment/events/ learning experiences Review and reflect on what they have learned about the discipline and responsibilities of work and the skills gained from participating in work experience and/or voluntary work Evaluate their contributions to the work of a team Use a digital decision support system (DSS) to aid career choice and discuss its potential efficacy Review and reflect on their past and current goals/ targets learning from the outcomes and complete their plans for the next 3 weeks, 3 months, 3 years using their career action plan Make plans for the post- results period in the event that their exam results are not what I expected Critique the personal transition curve model by seeing if its stages correspond to the feelings they experienced during a previous transition and can discuss its relevance to handling future transitions 	Y	Y
4	Create Opportunities Create opportunities by being proactive and	<ul style="list-style-type: none"> building and maintaining relationships and networks within and beyond the school 	<ul style="list-style-type: none"> Create two revision timetables with one taking 15% less time than the other and consider the risks of cutting down on the time available 	Y	Y

	<p>building positive relationships with others</p> 	<ul style="list-style-type: none"> • being proactive about their life, learning and career • being creative and agile as they develop their career pathway • representing themselves and others • acting as a leader, role model or example to others • considering entrepreneurialism and self-employment as a career pathway 	<ul style="list-style-type: none"> • Develop their enterprise and employability skills through volunteering and recording when and how they use them • Prepare and plan beforehand to get the most out of a careers and opportunities fair by talking with past students, careers adviser, tutor, parents • Research and evaluate newly emerging alternatives to the standard three-year degree course at a UCAS institution through using comprehensive websites and attending careers/skills fairs to gather information from employers, FE, HE and the voluntary sector 		
5	<p>Balance Life and Work Balance your life as a worker and/or entrepreneur with your wellbeing, other interests and your involvement with your family and community</p> 	<ul style="list-style-type: none"> • planning for the kind of balance of work and life that they want • taking action to improve their physical and mental wellbeing • beginning to manage their own money and plan their finances (e.g. thinking about student loans) • actively shaping their involvement in their family and community as part of their career planning • planning for different life stages and considering the different life roles that they want to play • being aware of their role in ensuring rights and responsibilities in the workplace and in society • taking action to challenge prejudice, stereotypes and discrimination in learning and workplaces when they encounter them 	<ul style="list-style-type: none"> • Explain what the role of trade unions are past and present • Investigate a range of health and safety issues such as working at height, use of VDU, lone working, working time • Work out the cost of higher education and compare the likely return on investment for different subjects studied • Understand the start-up costs involved for them in working for themselves e.g. equipment/ resources/ tax and other contributions and the implications of borrowing or taking out loans • Reflect critically on the ethical, legal and business case for equality, diversity and inclusion in the workplace and the implications for their behaviour and others 	Y	Y
6	<p>See the Big Picture Explore the full range of possibilities open to you and learn about recruitment processes</p>	<ul style="list-style-type: none"> • evaluating different media, information sources and viewpoints and reflecting on the best way to get information for their career 	<ul style="list-style-type: none"> • Interrogate the key ideas coming out of think tanks such as the Future Work Forum or research reports from UKCES, CBI/Pearson and consider how the findings and thoughts will have an impact on themselves and their career decisions 	Y	Y

	<p>and the culture of different workplaces</p> 	<ul style="list-style-type: none"> • exploring and responding to local and national labour market trends • exploring and responding to trends in technology and science • exploring and responding to the relationship between career and the environment • exploring and responding to the relationship between career, community and society • exploring and responding to the relationship between career, politics and the economy 	<ul style="list-style-type: none"> • Take part in a debate with Employers to discuss the topic 'life-work balance' as part of the Tutorial programme • Complete a work experience assignment into changing organisational structures and follow this up by pooling information about emerging trends and explain why change has or is taking place • Debate a range of topics such as Corporate Social Responsibility or the rise and impact of online retail businesses with their tutor in order to undertake an investigation for their EPQ 		
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Careers at Southmoor Academy



APPENDIX 7A: Strategic Objective 1 Action Plan

Careers is a consistently integral part of every area of school life. All members of the school community understand their role in the careers programme and the importance of careers and enterprise education being embedded throughout the whole school.

Benchmarks 1, 2, 4, 7 and 8

YEAR ONE End of Year Targets (2019-2020)

- A comprehensive programme of age-specific Careers Education is in place through the PSHCE programme to enable all students to develop their own personal career pathway.
- Student survey shows that 100% of students are excited about different jobs and can all name a range of careers and career pathways.
- 100% of students can understand the link between their learning in each subject area and their future career pathways, and every student can identify career pathways in all aspects of their curriculum learning.

Actions required to achieve 2019-2020 targets	Milestones and timescales	Responsible	Resources required	Reporting	Review July 2020
1. Investigate and evaluate the Careers Education programme and materials provided by Opportunity North from Oxford University to develop careers based lessons to be integrated into the new whole-school PSHCE curriculum.	- Investigation and evaluation of resources to be complete by July 2019. - Programme to be in place within PSHCE curriculum by September 2019.	Careers Leader	- Careers Leader, PSHCE Health lead need time to plan the curriculum in June/July 2019 - Oxford University Opportunity North resources	- Compass Tool in July 2020 shows Benchmark 1 met. - Student and Staff survey results in 2020 show impact. - Careers Leader reports to Trust Director of Learning & Progression in weekly meeting.	- Fully revised programme in place for September 2020, using mainly in-house created resources. - Benchmark 1 fully met
2. CPD training for all staff to enable them to deliver the Careers Education programme during Personal Development time. CPD training and regular updates for all staff on their contribution to Careers & Enterprise education.	- September INSET day time to deliver CPD training. - Regular Careers updates throughout the year during CPD time.	Careers Leader Careers Advisor External stakeholders	- Liaise with Trust Director for Progression to organise when CPD time will be available for careers - Planning time for Careers Leader to create CPD materials.	- Compass Tool in July 2020 shows Benchmark 1 and 4 met. - Staff survey results in 2020 show impact. - Careers Leader reports to Trust Director of Learning & Progression in weekly meeting.	- Benchmarks 1 and 4 are fully met - CPD delivered throughout the year to all staff and to Careers Champions
3. Evaluation of the Careers Education programme during Personal Development time	- Each half term – Teachers: October 2019, February 2020, May 2020; Students: December 2019, April 2020, July 2020	Careers Leader Data Manager	- SurveyMonkey account – school already has this. - Time to create survey and analyse data.	- Learning walks to take place weekly and feedback given to all staff	- Learning walks taken place - Regular surveys – see Personal

				<ul style="list-style-type: none"> - Review document updated each half term showing progress and next steps. - Careers Leader reports to Trust Director of Learning & Progression in weekly meeting. 	Development review for full details.
4. Career pathways are referenced in schemes of learning in each subject area. Careers Champions appointed in each subject area to update their colleagues on Labour Market Information. Each subject area to have a career "What can you do with" display including the Gatsby Benchmarks. Each subject area to have a dedicated careers week relating to skills that can be learned in that subject.	<ul style="list-style-type: none"> - Careers Champions already in place and reviewed in September 2019 (depending on staffing changes) - Schemes of Learning to be updated by September 2019 - Careers Display in place by March 2019. - LMI to be disseminated in departments by September 2019 - Careers weeks to be included in school calendar for 2019-2020 school year. 	Careers Leader Careers Champions Curriculum Leaders School Designer Site Manager	<ul style="list-style-type: none"> - Display boards needed in some departments (funding from CEC Careers Hub) - Printing of key display materials. - Site Manager time to put up the new display boards around school. - Development of resources for careers week lessons. - Time to update the website and the newsletter with details of the careers week lessons. 	<ul style="list-style-type: none"> - Compass Tool in July 2020 shows Benchmarks 1, 2 and 4 met. - Weekly Principal's Blog shows examples and progress. - Student survey results in 2020 show impact. 	<ul style="list-style-type: none"> - Benchmarks 1, 2 and 4 are fully met - Careers displays in all subject areas. - Updated schemes of learning in place - Careers Weeks taken place throughout the year and included on school calendar.
5. Implementation of the Skills Builder key employability skills programme throughout all aspects of teaching and learning.	<ul style="list-style-type: none"> - Pilot training of small group of staff in May and June 2019. - Full roll out of the programme to all staff in September 2019. 	Careers Leader Careers Champions Curriculum Leaders	<ul style="list-style-type: none"> - Fully funded place for the Skills Builder programme. - CPD time 	<ul style="list-style-type: none"> - Compass Tool in July 2020 shows Benchmarks 1 and 4 met. - Student and Staff survey results in 2020 show impact. - NEET statistics 2020 	<ul style="list-style-type: none"> - Benchmarks 1 and 4 are fully met. - Skills Builder has been slowly implemented throughout the year - Successful application for the Accelerator programme for 2020-2021.
6. CEIAG area of school website to be updated to give information on Careers in the Curriculum, Apprentice	<ul style="list-style-type: none"> - Regular LMI to be updated and system in place for this by December 2019 	Careers Leader School Designer	<ul style="list-style-type: none"> - Time to source regular LMI data. 	<ul style="list-style-type: none"> - Compass Tool shows Benchmarks 1, 2 and 4 met. 	<ul style="list-style-type: none"> - School website is fully updated each term (review date given)

information and latest Career Pathways information for parents and students.	- Termly updates of the website, including updates of apprenticeship vacancies.		- Time for School Designer to update the website		- New Careers Explorer section added to the website. - Weekly LMI provided. - Post-16 and Apprenticeship pages have been re-designed with latest information.
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YEAR TWO End of Year Targets (2020-2021)

- A comprehensive programme of age-specific Careers Education is in place through the Personal Development programme, following the latest CDI framework updates.
- All curriculum areas will have linked with a local business and will have completed at least one collaborative project.
- 100% of students are able to explain what the 8 key employability skills are, and they can demonstrate how they can use these skills in their future pathways.
- In every lesson across the curriculum, key future pathways are linked with the work in that particular lesson so students can see link between learning and their future plan.

Objective to achieve 2020-2021 targets	Who	When and Milestones	Evaluation/Notes	Success criteria	RAG		
					Autumn	Spring	Summer
1. A full review of the Personal Development programme for 2020-2021 with new long- and medium-term plans, integrating careers education with the other compulsory RSHE themes. Programme to be taught in age specific groups by specialised teachers. This includes reflecting the 2020 changes to CDI framework.	Careers Leader PSHE Health Lead	- Investigation and evaluation of resources to be complete by July 2020. - Programme to be in place within PSHCE curriculum by September 2020.	New schemes of learning written for the PD programme, updated with latest CDI Framework Compass Tool continues to show 100% BM1	- Compass Tool in July 2021 shows Benchmark 1 met. - Student and Staff survey results in 2021 show impact. - Careers Leader reports to Trust Director of Learning & Progression in weekly meeting.			
2. Work with our newly appointed Enterprise Advisor to increase the number of local businesses that are able to support careers activities and	Careers Leader Careers Advisor External stakeholders Enterprise Advisor	- Database of employers to be established by December 2020 - Opportunities for staff in subject areas to take part in external teacher externships by July 2021.	New business database has been established. New employers involved in the	- Compass Tool in July 2021 shows Benchmarks 1, 4, 5, 6 met. - Staff survey results in 2021 show impact.			

have one specific business allocated to each subject area.		<ul style="list-style-type: none"> - Business Breakfast to be hosted in early 2021. - Subject areas to have engaged in a collaborative project with a business by July 2021. 	careers programme.	- Careers Leader reports to Trust Director of Learning & Progression in weekly meeting.			
3. Implementation of the Skills Builder programme in all subject areas, following the Skills Builder Accelerator programme.	Careers Leader Careers Champions Form Tutors All teaching staff Skills Builder Education Associate	<ul style="list-style-type: none"> - Skills Leader training day in August 2020 - Creation and launch of Pupil Passport by November 2020 - Staff CPD session delivered by Skills Builder by November 2020 - Student survey in December 2020, March 2021 and July 2021. 	Successful completion of the Accelerator programme leading to the Silver Award. To continue next year with the Accelerator+ programme.	<ul style="list-style-type: none"> - Learning walks of all lessons shows employability skills are embedded. - Student survey shows increase in understanding of the key employability skills. - Compass Tool in July 2021 shows Benchmarks 1 and 4 met. - Careers Leader reports to Trust Director of Learning & Progression in weekly meeting. 			
4. Careers and Aspirations form part of the Curriculum Intent for each subject area and that career pathways and employability skills are embedded in the teaching and learning.	Careers Leader Careers Champions Curriculum Leaders All teaching staff	<ul style="list-style-type: none"> - Careers Champions review in September 2020 taking account new staff. - Schemes of Learning to be updated by September 2020 - Careers Displays continue to be in place in each room by September 2020. - Careers Weeks to have taken place in each subject area by July 2021. - Continued updated CPD to have taken place before Summer 2021, with reference to BM4 and annual LMI update. 	Careers Weeks taken place in all subject areas. Schemes of learning updated to include Careers & Aspirations (linked to CDI Framework) and Skills Builder.	<ul style="list-style-type: none"> - Compass Tool in July 2021 shows Benchmarks 1, 2 and 4 met. - Weekly Principal's Blog shows examples and progress. - Student survey results in 2021 show impact. 			
5. Review meetings between Careers Leader and the CEIAG lead on the Local Academy Meetings to quality assure	Careers Leader CEIAG Lead on Academy Council	<ul style="list-style-type: none"> - Meetings to take place termly between Careers Leader and Lead on Academy Council. Meetings to have taken place by December 2020, April 2021 and July 2021. 	Academy Council link is now the Enterprise Advisor for the school. Regular	- Destinations for 2021 show 100% in Education, Employment or Training.			

CEIAG provision and to look at impact on students.			meetings taken place include end of year review.	- Compass Tool in July 2021 shows Benchmark 1 is met.			
6. Review the awareness of the information and support provided to parents on the website.	Careers Leader School designer	- Letter to be sent home to parents via blog in September 2020. - Text to be sent home to parents outlining CEIAG pages on website.	Letter sent home to parents; links included in the weekly headteacher blog. Parents survey still shows few parents being aware of the website (to carry target forward to next year)	- Number of hits on the website has increased. - Compass Tool in July 2021 shows Benchmark 1 is met. - Increase in number of parents completing the annual careers survey showing an increase in using the website.			

YEAR THREE End of Year Targets (2021-2022)

- 100% of all students demonstrate employability skills and then can demonstrate a knowledge of different routes and careers available for different subjects.
- All students can make KS4 and post-16 choices within time frame and can justify their choice.
- Each curriculum area has established links with a range of businesses that they are using on a regular basis to support curriculum delivery.

Objective to achieve 2021-2022 targets	Who	When and Milestones	Evaluation/Notes	Success criteria	RAG		
					Autumn	Spring	Summer
1. Review the awareness of the information and support provided to parents on the website and increase parents' understanding of the importance of LMI.	Careers Leader Careers Advisor School designer	- Letter to be sent home to parents via blog and MyEd in September 2021. - Text to be sent home to parents outlining CEIAG pages on website. - Regular LMI updates to be included in the weekly school blog home.		- Number of hits on the website has increased. - Compass Tool in July 2022 shows Benchmark 1 is met. - Increase in number of parents completing the annual careers survey showing an increase in using the website.			
2. Embedding the Skills Builder Framework in all areas of school life, following the Accelerator+ programme.	Careers Leader Careers Champions Form Tutors All teaching staff	- Skills Leader training day in August 2021 - Employability Skills built into Schemes of Learning and used in lesson planning from September 2021		- Learning walks of all lessons shows employability skills are embedded.			

	Skills Builder Education Associate	<ul style="list-style-type: none"> - Staff CPD session delivered by Skills Builder in September 2021 with a follow-up session for a working group by June 2022. - Establishment of a Skills Builder working group to further embed employability skills by Spring term 		<ul style="list-style-type: none"> - Achievement of the Gold Skills Builder Award by July 2022 - Student survey shows increase in understanding of the key employability skills. - Compass Tool in July 2022 shows Benchmarks 1 and 4 met. 			
3. Continue to work with our Enterprise Advisor to increase the number of local businesses that are able to support careers activities and have one specific business allocated to each subject area.	Careers Leader Careers Advisor External stakeholders Enterprise Advisor Subject Leaders	<ul style="list-style-type: none"> - Review the database of employers by December 2021. - Opportunities for staff in subject areas to take part in external teacher externships by July 2022. - Business Breakfast to be hosted in early 2022. - Subject areas to have engaged in a collaborative project with a business by July 2022. 		<ul style="list-style-type: none"> - Compass Tool in July 2022 shows Benchmarks 1, 4, 5, 6 met. - Staff survey results in 2022 show impact. 			
4. Work collaboratively with other schools in order to evaluate current careers provision and plan for the new three-year strategy to start in September 2022.	Careers Leader	<ul style="list-style-type: none"> - Fully re-written three-year Careers Strategy to be ready to launch in September 2022. - Engage with NELEP to identify schools who are at a similar position in order to work collaboratively to prepare new strategy by early 2022. 		<ul style="list-style-type: none"> - Compass Tool in July 2022 shows Benchmark 1 met in July 2022. 			



Careers at Southmoor Academy



APPENDIX 7B: Strategic Objective 2 Action Plan

Every individual students' engagement within the careers programme during their journey through school is consistently tracked and evaluated to ensure that students are supported in raising their aspirations, whilst, at the same time, being mindful of the ever-changing and competitive world around them.

Benchmarks 1, 2, 3 and 8

YEAR ONE End of Year Targets (2019-2020)

- All students have experienced a range of different careers experiences to enable them to develop their own future pathway, including all students in Years 7 to 13 having 1 appropriate and meaningful interaction with an employer once during the year.
- All students in Years 7, 11 and 13 have created a profile to record their career pathway experiences.
- 100% of all students in Year 11 and Year 13 have a clear plan for post-16 and post-18 and that 100% of students are in some form of education or employment at the end of their phase in school. There are NO students post-16 who are NEET.
- 100% of Year 13 students to have joined the Southmoor Alumni association and at least 3 events organised inviting former students into school to inspire next generation.

Actions required to achieve 2019-2020 targets	Milestones and timescales	Responsible	Resources required	Reporting	Review July 2020
1. Investigate and create a database to be shared with all members of staff in school to consistently track all individual engagements within the careers programme. CPD training for all staff in how to access this database and how to record key data.	- Database to be in place for September 2019 - CPD in September 2019 to enable staff to use this database	Careers Leader Careers Advisor Data Manager	- Cost of developing a database system - Time to develop a system and transfer appropriate data.	- Compass Tool in July 2020 shows Benchmarks 1, 3 and 8 met. - Monitor access to the database by staff. - NEET statistics for 2020.	- School adopted Compass+ system as a pilot from November 2019. All careers activities tracked. - Benchmarks 1, 3 and 8 are 100% met.
2. Latest LMI is used to update the Careers Education programme. Year 8 has access to this LMI when making their option choices for GCSE. Year 11 and Sixth Form have access to this LMI when planning their career pathways after their key examinations.	- LMI to be displayed at each parents' evening and open evening throughout the academic year 2019-2020 - LMI is built into Careers Education Programme by September 2019 and subject staff are using this on a regular basis.	Careers Leader Careers Advisor School Designer	- Time for Careers Leader/Careers Advisor to attend Regional Careers Leader Meeting. - Display materials	- Lesson observations and feedback given to staff. - Learning walks demonstrate LMI be using in lessons. - Compass Tool in July 2020 shows Benchmarks 1 and 2 met.	- GCSE Option choices for Year 8 moved to Year 9 due to change to 3-year KS3. - New LMI display materials in Careers Hub and roll-up banner for parents' evenings and school events. - Benchmarks 1 and 2 are 100% met.

	- Key LMI to be displayed in the Careers Hub by September 2019.				- LMI is embedded into Personal Development and assembly programmes.
3. Update the CEIAG area of the school website with latest LMI for parents and students.	- September 2019 and then ongoing throughout academic year	Careers Leader School Designer	- Time to update website	- Statistics to show access the website. - Compass Tool in July 2020 shows Benchmarks 1 and 2 met.	- Benchmarks 1 and 2 are 100% met. - LMI updated weekly on website.
4. Students in Years 7, 11 and 13 are recording their career learning in an online portfolio facilitated by Globalbridge.	- Students to register in September 2019 during Careers Education programme. - Students update their profiles throughout the year.	Careers Leader Data Manager	- Latest up-to-date school data in order to create individual student profiles. - Time to investigate Globalbridge.	- Compass Tool in July 2020 shows Benchmarks 1 and 3 met. - NEET statistics for 2020.	- Benchmarks 1 and 3 are 100% met. - Globalbridge was not embedded in 2019-2020 but is rolled forward to 2020-2021.
5. Every Year 11 and Year 13 has a 1:1 guidance interview generating an action plan (also distributed to parents and accessible by tutors and teaching staff) which is rigorously monitored.	- Starting September 2019 and continuing throughout the academic year, to be completed by May 2020.	Careers Leader Careers Advisor Careers Hub Facilitator	- Careers Advisor – 2 days per week for interviews	- Weekly review of numbers of students having interviews. - Half termly quality assurance of interviews by Careers Leader and yearly review by Careers Hub facilitator. - NEET statistics for 2020. - Compass Tool in July 2020 shows Benchmark 8 met.	- Benchmark 8 is 100% met. - Informal monitoring of guidance interviews complete although formal monitoring was postponed. - All year 11 and 13 taken part in a 1:1 careers guidance interview.
6. Baseline data to be gathered on every student and recorded on the Careers database.	- Already started in 2018-2019 academic year. All year groups to have completed survey by September 2019. - Data to be updated on the Careers database when results are received.	Careers Leader Oxford Opportunity North team	- Regular contact with Oxford Opportunity North team	- Compass Tool in July 2020 shows Benchmarks 1 and 3 met.	- Benchmarks 1 and 3 are 100% met. - Baseline data not gathered – to be investigated in 2020-2021.

7. All workplace visits are to be evaluated by students and used to inform future planning. All employers to be asked to evaluate their visits. Parents to be surveyed at parents' evenings regarding their views on the Careers and Enterprise programme.	<ul style="list-style-type: none"> - After each workplace visit, visit leader to ensure survey document is completed by each student. - After each survey completed, data to be reviewed for upcoming careers programme planning. 	Careers Leader Trip Leaders	- Creation of suitable evaluation methods, such as surveys.	<ul style="list-style-type: none"> - Compass Tool in July 2020 shows Benchmarks 5 and 6 met. - Careers Leader reports to Trust Director of Learning & Progression in weekly meeting. 	<ul style="list-style-type: none"> - Workplace visits are systematically evaluated. - Parents' survey conducted annually. - Benchmarks 5 and 6 are 100% met.
8. Development of a Southmoor Alumni association, in association with FutureFirst, which will then lead to ex-students coming into school to work with groups of students interested in relevant career pathways.	<ul style="list-style-type: none"> - Southmoor portal to be up and running on the FutureFirst platform by July 2019. - By November 2019, first event to be organised involving ex-students coming into school (to coincide with Careers Fair). 	Careers Leader Head of Sixth Form Sixth Form Pastoral Manager	- Time to meet with FutureFirst to set-up the initial portal	<ul style="list-style-type: none"> - Compass Tool in July 2020 shows Benchmarks 1, 3, 5 and 6 met. - NEET statistics for 2020 	<ul style="list-style-type: none"> - FutureFirst portal is in operation with link on dedicated section of school website. - Former students supported at Careers Fair and with National Careers Week activities. - Benchmarks 1, 3, 5 and 6 are 100% met.

YEAR TWO End of Year Targets (2020-2021)

- All careers activities will be recorded on Compass+ for each student, with staff being able to access these records across the school.
- All students in Years 7 to 13 to have created a profile on Globalbridge to record their own careers pathways experiences and to be regularly updating these throughout the year.
- 100% of Year 13 students to have joined the Southmoor Alumni association and at least 3 events organised inviting former students into school to inspire next generation.
- All students have access to career and labour market information through library, school display, website and tutor time.

Objective to achieve 2020-2021 targets	Who	When and Milestones	Evaluation/Notes	Success criteria	RAG		
					Autumn	Spring	Summer
1. All staff to have access to Compass+, with relevant training, in order to access student records and log individual activities. All external visits to be recorded on Compass+.	Careers Leader Careers Advisor All teaching and support staff Office/administration	<ul style="list-style-type: none"> - Staff to have logins by October 2020 - Staff CPD on using the system to be completed by November 2020. - Dedicated member of office staff to allocated to recording external visits on Compass+. 	Careers Advisor using Compass+ to record Guidance Interviews. Mainly Careers Leader using the	<ul style="list-style-type: none"> - Compass Tool in July 2021 shows Benchmark 3 met. - Monitor access to the database by staff. - NEET statistics for 2021. 			

		- Careers Advisor to be recording all 1:1 guidance interviews and intended destinations on Compass+ from September 2020.	tool – need to roll out to all staff and link with trips and visits.				
2. All students to have a login to the Globalbridge platform and have been given clear guidance on how to create a profile and to regularly update the information.	Careers Leader Careers Advisor	- All students to have logins by October 2020 and to have created a profile. - Information sent home to parents in Weekly blog and via letter by October 2020.	Year 10, 11 and Sixth Form have access to Globalbridge. Lack of ICT room access has delayed roll out for Years 7 to 9.	- Compass Tool in July 2021 shows Benchmark 3 met.			
3. All Year 13 students to join the Southmoor Alumni association before leaving school.	Careers Leader	- Assembly to have taken place by May 2021 - Information sent home to parents by May 2021.	Subscription has ended to the current Alumni programme – to investigate creating new alumni database in 2021/2022.	- Statistics to show sign-ups to the platform.			
4. Regular, up to date LMI to be included in careers education personal development lessons and to be used by subject areas as part of teaching and learning. Consider presentation of LMI to parents, particularly in the context of how COVID-19 is affecting opportunities.	Careers Leader Careers Advisor Careers Hub Facilitator Enterprise Advisor School designer	- New careers schemes of learning to be in place from September 2020. - Regular updates throughout the year to Careers Champions to disseminate information to their subject areas. - Annual LMI update CPD to have taken place by July 2021. - LMI updated on website through weekly updates and termly reviews.	LMI has been included into the new Careers PD lessons. Virtual update for staff. LMI section of website updated with support from NELEP for students & parents.	- Compass Tool in July 2021 shows Benchmark 2 met. - Quality assurance of careers based personal development lessons - Learning walks and formal lesson observations demonstrate LMI embedded in curriculum.			
5. Baseline data to be gathered on every student and recorded on the Careers database.	Careers Leader Personal Development teachers	- All year groups to have completed survey by September 2020. - Data to be updated on the Careers database when results are received.	Future Skills Questionnaire is being updated by CEC – new version to launch in September 2021. Careers	- Compass Tool in July 2021 shows Benchmarks 1 and 3 met.			

			Leader taken part in research project with CEC.				
6. Review the awareness and understanding of the school careers advisor's role amongst Key Stage 3 students and ensure its promotion, where appropriate.	Careers Leader Careers Advisor	- By December 2020, all KS3 students to have been introduced to Careers Advisor either through assembly, PD time or during tutor time.	NCW assembly with KS3 students to introduce Careers Advisor. Year 9 parents offered chance to meet with Careers Advisor for Y9 options. Careers Advisor met with Year 6 students at Valley Road. New office location at the centre of school to be established 2021/2022.	- Compass Tool in July 2021 shows Benchmark 3 met. - Increase in number of KS3 students requesting guidance interviews with Careers Advisor.			
7. Review the pathways section content on the Academy's Sixth Form website to ensure that it reflects all the pathways open to its students, including apprenticeships.	Careers Leader School designer	- By September 2020, website to be updated.	Website updated with latest information.	- Destinations data for Year 13 show increase in students continuing to apprenticeships.			
8. Monitor and evaluate the quality of a sample of careers guidance interviews and their impact through collecting feedback from young people following guidance interview.	Careers Leader Careers Advisor	- By September 2020, suitable questions to be prepared. - By December 2020, 5 students in KS4 and KS5 to be interviewed for feedback.	Some students interviewed for feedback – need more regular systematic structure.	- Destinations data for Year 11 and 13 show increase in students accessing further/higher education opportunities. - Majority of students understand importance of interview.			

YEAR THREE End of Year Targets (2021-2022)

- 100% of Year 13 students to have joined the Southmoor Alumni association and at least 3 events organised inviting former students into school to inspire next generation.
- All students are updating their careers profile on a termly basis and software data analysis shows these updates across all accounts.
- To continue working with a range of local employers to ensure that all students in Years 7 to 13 have at least one workplace visit per year and have at least one encounter with an employer each year.

Objective to achieve 2021-2022 targets	Who	When and Milestones	Evaluation/Notes	Success criteria	RAG		
					Autumn	Spring	Summer
1. All staff to have access to Compass+, with relevant training, in order to access student records and log individual activities. All external visits to be recorded on Compass+.	Careers Leader Careers Advisor All teaching and support staff Office/administration	- Staff to have logins by October 2021 - Staff CPD on using the system to be completed by November 2021. - Dedicated member of office staff to allocated to recording external visits on Compass+.		- Compass Tool in July 2022 shows Benchmark 3 met. - Monitor access to the database by staff. - NEET statistics for 2022.			
2. All students to have a login to the Globalbridge platform and have been given clear guidance on how to create a profile and to regularly update the information.	Careers Leader Careers Advisor	- New Year 7 and Year 12 logins to be processed by end of September 2021. - Information sent home to parents in Weekly blog and via letter by October 2021.		- Compass Tool in July 2022 shows Benchmark 3 met.			
3. Creation of a new Alumni Association recording database and all Year 13 students to join the Southmoor Alumni association before leaving school.	Careers Leader Sixth Form Pastoral Leaders School Designer	- New database to be created by end of September 2021 and previous data to be migrated into new system - Assembly to have taken place by May 2022 - Information sent home to parents by May 2022		- Statistics to show sign-ups to the platform.			
4. Baseline data to be gathered on every student and recorded on the Careers database, using the Future Skills survey developed by Careers and Enterprise Company.	Careers Leader Personal Development teachers	- All year groups to have completed survey by September 2021. - Data to be updated on the Careers database when results are received.		- Compass Tool in July 2022 shows Benchmarks 1 and 3 met.			
5. Monitor and evaluate the quality of a sample of careers guidance interviews and their impact through collecting	Careers Leader Careers Advisor	- By September 2021, suitable questions to be prepared. - By December 2021, 5 students in KS4 and KS5 to be interviewed for feedback.		- Destinations data for Year 11 and 13 show increase in students accessing further/higher education opportunities.			

feedback from young people following guidance interview.				- Majority of students understand importance of interview.			
6. Re-establish careers activities, such as Careers Fair and Work Experience programme, to enable students to have encounters with employers and workplaces.	Careers Leader Careers Advisor	<ul style="list-style-type: none"> - Wednesday 1 December – annual Careers Fair to take place – inviting employers, education providers. - Work Experience week for Year 10 to take place in June 2022 – preparation work to start January 2022 onwards. 		- Compass Tool in July 2022 shows Benchmarks 5, 6 and 7 are met.			



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APPENDIX 7C: Strategic Objective 3 Action Plan

Build a continuously increasing and relevant network of varied partners and providers who can engage students in developing their career pathways. These partners will work in partnership with subject areas to develop collaborations enabling opportunities for students to see clear links between their subject learning and the world of work.

Benchmarks 1, 2, 3, 4, 5, 6, 7 and 8

YEAR ONE End of Year Targets (2019-2020)

- Each subject area to have established a link with a local business and to have developed their own project/collaborative work to engage students.
- 100% of Year 7, 12 and 13 students to have visited at least one higher education provider and 100% of Year 11 students to have had contact with at least one further education provider by the end of the academic year.
- 80% of all students in Year 10 and Year 12 to have completed a work experience by the end of the year and obtained a meaningful experience of a workplace.

Actions required to achieve 2019-2020 targets	Milestones and timescales	Responsible	Resources required	Reporting	Review July 2020
1. All Year 10 students to embark on a Work Experience placement programme one afternoon per week. Year 10s will record their encounters each week.	- Launch in assembly in May 2019 involving National Careers Service and local employers. - Majority of placements to be organised by July 2019 - Work Experience to start in October 2019 and to end by June 2020.	Careers Leader Careers Advisor Form Tutors PSHCE teachers	- Careers Advisor time to organise Health & Safety checks - Time for Health & Safety staff to complete the checks. - Careers Advisor time to contact employers for evaluations	- Weekly register to be compiled of students going on work experience and distributed to all staff. - Careers Leader reports to Trust Director of Learning & Progression in weekly meeting. - Compass Tool for July 2020 shows Benchmark 6 met.	- Peak of 51% of Year 10 students took part in a weekly work placement – placements were suspended in March 2020. - Benchmark 6 is 100% met.
2. Annual Careers Fair. All Year 8, 10, 11 and Sixth Form students to have meaningful encounters with a range of employers, independent training providers, universities, and sixth form colleges. Increase the number of employers taking part, reflecting LMI.	- By July 2019, contact to be made and day reserved with providers. - By October 2019, requirements for each providers to be established. - November 2019: actual Careers Fair (exact date TBC)	Careers Leader Careers Advisor Enterprise Advisor Site Manager School Designer	- Careers Advisor time to contact relevant providers. - Rooms in school - Programme to be designed and printed. - Tables and Chairs to be set-out as required for each provider.	- Report to be compiled after the Careers Fair to show impact. - NEET statistics for 2020 - Careers Leader reports to Trust Director of Learning & Progress in weekly meeting.	- All Years 8 – 13 students attended Careers Fair in November 2019 – with over 45 different providers

3. 100% of Year 7 students to have the opportunity to visit a local university to meet with staff and students (Newcastle, Sunderland, Northumbria Universities)	- By July 2020, visits to be completed to each provider.	Careers Leader Raising Aspirations Coordinator	- Time to plan the trip and completion of all required paperwork. - Cost of hiring transport. - Cost of staff cover to accompany the trip	- Student survey to show impact. - Compass Tool for July 2020 shows Benchmark 7 met.	- Visits were suspended; however, all Year 7 and 8 students met with representatives from local universities during the year to complete school-based activities. - Benchmark 7 is 100% met.
4. Ensure 100% of Sixth Form students have a meaningful visit to a University to meet with staff and students	- By July 2020, all Year 12 students to have completed a visit.	Careers Leader Raising Aspirations Coordinator Sixth Form Pastoral Manager	- Time to plan trips and completion of all required paperwork. - Cost of hiring transport. - Cost of staff cover to accompany the trip	- Student survey to show impact. - All Year 13 students to have a clear progression plan - Compass Tool for July 2020 shows Benchmark 7 met.	- Benchmark 7 is 100% met. - All Year 13 students took part in visits to local universities.
5. In collaboration with Enterprise Advisor, each department to be linked with a local business and to begin collaborative work.	- By July 2019, all departments to have a link. - By December 2019, subjects to have started collaborative work. - 3 times during the year, completion of a Case Study for Careers Hub.	Careers Leader Careers Champions Enterprise Advisor	- Business Breakfast resources. - Time for planning	- Compass Tool for July 2020 shows Benchmarks 4, 5 and 6 met. - Sharing of Case Studies with Careers Hub.	- New Enterprise Advisor starting working with school in February 2020 – to be rolled over to 2020-2021.
6. 100% of Year 10 students to be involved in the Building my Skills programme with Esh Group.	- By July 2019, key dates to be established in the school calendar for the launch of each module task. - By end of the year 2019/2020, all modules will be delivered and tasks completed during Year 10 Personal Development lessons.	Careers Leader Year 10 personal development teachers	- Time to review resources and implement in schemes of learning. - All resources to be provided by Esh Group.	- Compass Tool for July 2020 shows Benchmark 5 met. - Student survey shows impact.	- 100% of Year 10 took part in the Building My Skills programme up to March 2020 where programme was suspended. - Benchmark 5 is 100% met.

YEAR TWO End of Year Targets (2020-2021)

- Each subject area to have established a link with a local business and to have developed their own project/collaborative work to engage students.
- 100% of all students in Year 10 and Year 12 to have completed a work experience by the end of the year and obtained a meaningful experience of a workplace.
- 100% of all Year 10 students have engaged with colleagues from a local university and explored future pathways linked to their interests and their own future pathway research.
- 100% of all Year 10 students to have had the opportunity to meet with local further education providers, apprenticeship providers and training providers to explore future pathways.

Objective to achieve 2020-2021 targets	Who	When and Milestones	Evaluation/Notes	Success criteria	RAG		
					Autumn	Spring	Summer
1. All Year 10 & 12 students to embark on a Work Experience placement programme for one week in June/July 2021. Year 10s will record their encounter during the week to be reviewed upon return to school.	Careers Leader Careers Advisor Year 10 Form Tutors PSHCE teachers Sixth Form team	- Launch in assembly by November 2020. - Majority of placements to be organised by April 2021. - Work Experience to take place: Year 10 w/c 7 June, Year 12 w/c 5 July.	Due to ongoing restrictions, students unable to take part in physical work placement. All Year 10 and 12 students completed Virtual Work Experience placements.	- Database to be created with log of all details of placements. - Careers Leader reports to Trust Director of Learning & Progression in weekly meeting. - Compass Tool for July 2021 shows Benchmark 6 met.			
2. Annual Year 10 Careers Day to take place in June 2021 where students can engage with further education providers, apprenticeship and training providers. Annual Careers Fair to take place in January 2021. Taster visits to take place to local colleges and within sixth form.	Careers Leader Careers Advisor Sixth Form team Site Manager School designer	- By October 2020, contact to be made and Careers Fair day reserved with providers. - By December 2020, requirements for each providers to be established. - January 2021: actual Careers Fair (exact date TBC) - By March 2021, to liaise with local colleges and sixth form with regards to taster events. - Taster events to take place in June/July 2021.	Careers Fair unable to take place in Jan 21 due to ongoing restrictions (to be re-established No 21). All Year 10 engaged with FE providers, training providers and apprenticeship providers during Careers Explorer day.	- Report to be compiled after the Careers Fair to show impact. - NEET statistics for 2021 - Careers Leader reports to Trust Director of Learning & Progress in weekly meeting.			
3. In collaboration with Enterprise Advisor, each department to be linked with a	Careers Leader Careers Champions Enterprise Advisor	- By December 2020, all departments to have a link. - By February 2021, subjects to have started collaborative work.	Database created where employers have offered subjects to link	- Compass Tool for July 2021 shows Benchmarks 4, 5 and 6 met.			

local business and to begin collaborative work.		- 3 times during the year, completion of a Case Study for Careers Hub.	with – not yet established with subject areas.	- Sharing of Case Studies with Careers Hub.			
4. To record all visits to universities, including open days and taster days, for Sixth Form students, along with any other employment-based activities, such as part-time jobs.	Careers Leader Sixth Form team Raising Aspirations Coordinator Careers Advisor	- By September 2020 to have a record system in place to track this information. - By July 2021 all visits by sixth form students to have been recorded. - Throughout the year, details of individual students' part-time jobs are to be recorded.	Tracking system set up in the Sixth Form to monitor take-up to all events.	- Compass Tool for July 2021 shows Benchmark 7 met.			
5. Explore with the DWP school link about input from them to KS3 around an introduction to Apprenticeships and Traineeships.	Careers Leader Careers Advisor DWP school link	- By October 2020 to liaise with DWP link to discuss ideas. - By January 2021, KS3 to have assembly/presentation by KS3 to introduce Apprenticeships. - Further activities planned for KS3 during National Apprenticeship Week in February 2021.	Apprenticeship information included in KS3 PD lessons scheme of learning and all students took part in a presentation during NAW.	- Increase in number of students applying for apprenticeships in Year 11 - Compass Tool for July 2021 shows Benchmark 7 met.			

YEAR THREE End of Year Targets (2020-2021)

- Each curriculum area has established links with a range of businesses that they are using on a regular basis to support curriculum delivery.

Objective to achieve 2021-2022 targets	Who	When and Milestones	Evaluation/Notes	Success criteria	RAG		
					Autumn	Spring	Summer
1. Annual Year 10 Careers Day to take place in June 2022 where students can engage with further education providers, apprenticeship and training providers. Annual Careers Fair to take place in December 2021. Taster visits to take place to local colleges and within sixth form.	Careers Leader Careers Advisor Sixth Form team Site Manager School designer	- By September 2021, contact to be made and Careers Fair day reserved with providers. - By October 2021, requirements for each providers to be established. - Careers Fair: Wed 1 December 21 - By March 2022, to liaise with local colleges and sixth form with regards to taster events. - Taster events to take place in June/July 2022.		- Report to be compiled after the Careers Fair to show impact. - NEET statistics for 2022			

2. In collaboration with Enterprise Advisor, each department to be linked with a local business and to embed collaborative work.	Careers Leader Careers Champions Enterprise Advisor	<ul style="list-style-type: none"> - By September 2021, all departments to have a link. - By February 2022, subjects to have started collaborative work. - 3 times during the year, completion of a Case Study for Careers Hub. 		<ul style="list-style-type: none"> - Compass Tool for July 2022 shows Benchmarks 4, 5 and 6 met. - Sharing of Case Studies with Careers Hub. 			
3. Explore with the DWP school link about input from them to KS3 around an introduction to Apprenticeships and Traineeships.	Careers Leader Careers Advisor DWP school link	<ul style="list-style-type: none"> - By October 2021 to liaise with DWP link to discuss ideas. - By January 2022, KS3 to have assembly/presentation by KS3 to introduce Apprenticeships. - Further activities planned for KS3 during National Apprenticeship Week in February 2022. 		<ul style="list-style-type: none"> - Increase in number of students applying for apprenticeships in Year 11 - Compass Tool for July 2022 shows Benchmark 7 met. 			
4. 100% of Year 10 students to be involved in the Building my Skills programme with Esh Group – re-established for 2021-2022 academic year following suspension in March 2020.	Careers Leader Year 10 personal development teachers	<ul style="list-style-type: none"> - By September 2021, key module tasks to be built into the Year 10 PD schemes of learning. - By end of the year 2021/2022 all modules will be delivered, and tasks completed during Year 10 Personal Development lessons. - Invite guest speakers (employers) into school to deliver special key note addresses to year 10 students. 		<ul style="list-style-type: none"> - Compass Tool for July 2022 shows Benchmark 5 met. - Student survey shows impact. 			
5. To increase awareness of alternative routes to Higher Education for Year 12 students – 100% of Year 12 students have access to information about all possible post-18 options.	Careers Leader Director of Sixth Form Sixth Form Pastoral Leaders Year 12 tutors Careers Advisor Sixth Form Progression Lead Raising Aspirations Coordinator	<ul style="list-style-type: none"> - By May 2022, all Year 12 students to have encountered representatives from all post-18 pathways. 		<ul style="list-style-type: none"> - Compass Tool for July 2022 shows Benchmark 7 met. - 2022 destinations survey shows a greater range of destinations for post-18 education. 			



Careers at Southmoor Academy



APPENDIX 8: External Stakeholder Management Plan

We work with a large number of external stakeholders in order to support in the delivery of our careers programme. This document shows the actions needed in order to include external stakeholders within our Careers programme and gives details about established stakeholders that we already work with.

Date of last update: May 2019

Action	Status	Responsible	Deadline
Meeting with Enterprise Coordinator and Enterprise Advisor to plan how they can work with the school to develop links with potential local employers and providers	Completed	Careers Leader Careers Advisor	End of January 2019
Careers Leader and Careers Advisor to attend North East Ambition Regional Careers Leaders Meetings and Careers Hub meetings throughout the academic year (organised by the NELEP).	In Progress	Careers Leader Careers Advisor	End of each academic year
Plan and hold a Business Breakfast with local employers and providers to create links between subject areas and develop collaborative working	Completed	Careers Leader Careers Advisor Enterprise Advisor Careers Champions	March 2019
National Apprenticeship Service to work with identified groups of students who are potentially planning to go on to an Apprenticeship	Completed	Apprenticeship Coordinator	March 2019
Make direct approaches with Newcastle, Northumbria and Sunderland Universities to enable visits for Year 7 students	In Progress	Careers Leader Raising Aspirations Coordinator	June 2019
Make direct approaches with Newcastle, Northumbria and Sunderland Universities to enable a whole day visit for every Year 10 student	In Progress	Careers Leader Raising Aspirations Coordinator	July 2019
Meet with Educational Advisor from Skills Builder to establish aims about the rollout of the programme in curriculum areas.	In Progress	Careers Leader Trust Director of Learning & Progression	May 2019
Meet with Esh Group to investigate the Building Your Skills programme and how to build this into the Year 10 Careers Programme.	In Progress	Careers Leader	May 2019
Approach current Year 10 work experience providers to establish if they are able to continue to offer work placements for the current Year 9 students as they go into Year 10.	In Progress	Careers Advisor	June 2019
Establish link with FutureFirst to develop the Southmoor Alumni Association	Completed	Careers Leader	March 2019
Establish link with NYBEP (following Virtual Wallet funding allocation) to organise and lead the Year 10 Mock Interviews session	In Progress	Careers Leader	July 2019
Establish contacts with DwP, ASK, NELEP and local universities to deliver Careers CPD training for staff	Completed	Careers Leader	January 2019

Contact / Partner	Current State <i>How have they contributed to the school?</i> <i>Engagement level?</i>	Desired State	Needs and Interests <i>Why do you need to increase or improve their support? What is the benefit to the business?</i>	Next steps to develop relationship	Named contact Deadline
Department for Work and Pensions	Careers Fair attendance Year 10 and Year 12 LMI presentations Open Evening attendance Staff CPD training in LMI	<ul style="list-style-type: none"> - Regular partnership with the school - Lead to more regular presentations in school to different groups of students and staff - Offer apprenticeships to Year 11 students. 	<p>Our need: to take a lead on providing relevant LMI and to engage with students regarding Apprenticeship opportunities.</p> <p>Their interest: future apprenticeship students.</p>	Arrange a meeting to discuss next steps with the partnership and how to further develop links.	<p>Careers Leader</p> <p>July 2019</p>
ASK (National Apprenticeship)	Careers Fair attendance Year 11 assembly Staff CPD training on Apprenticeships	<ul style="list-style-type: none"> - Regular partnership with the school - Willing to provide apprenticeship information to staff and students. 	<p>Our need: to ensure that students and staff are aware of the apprenticeship opportunities that are available in the North East and how to apply.</p> <p>Their interest: recommend students for apprenticeships to local businesses.</p>	Arrange for ASK to come into school and work with a small group of identified students who are interested in gaining an apprenticeship	<p>Apprenticeship Coordinator</p> <p>February 2019</p>
RTC North	Fortnightly mentoring of a small group of Year 10 students.	<ul style="list-style-type: none"> - Regular partnership with the school - Developing links with local businesses - Gaining experience in mentoring 	<p>Our need: to ensure that identified students avoid being NEET at the end of Year 11.</p> <p>Their interest: establishing links with local schools.</p>	Evaluation after the first few weeks of the programme – how are the mentoring sessions going? Need to evaluate both business and student perceptions.	<p>Careers Advisor</p> <p>March 2019</p>

SETA (Sunderland Engineering Training Association)	Careers Fair Open Evening Attendance Apprenticeship Workshop	<ul style="list-style-type: none"> - Regular partnership with the school - Lead to more regular presentations in school to different groups of students and staff - Offer apprenticeships to Year 11 students. 	<p>Our need: to lead a CV writing workshop on our Year 10 Careers Day in July. All students will have a relevant CV ready for use in Year 11.</p> <p>Their interest: establishing links with potential future apprenticeship students</p>	Arrange a meeting with SETA to understand the requirements for our Year 10 Careers Day CV writing workshop	Careers Leader & Careers Advisor June 2019
NCS (National Citizens Service)	Careers Fair Open Evening Attendance Assembly Drop-in session for Year 11	<ul style="list-style-type: none"> - Regular partnership with the school - Staff presentations about the importance of NCS opportunities for Year 11 - Regular drop-in sessions for students to sign-up to the service - Parental workshop. 	<p>Our need: to ensure that our Year 10 into Year 11 students understand the importance of taking part in the opportunities provided by NCS to enhance their CV.</p> <p>Their interest: increase numbers of students taking part in the NCS summer programme</p>	Plan dates for next academic year when NCS can come into school and deliver assemblies and drop-in sessions. Book NCS for the Careers Fair and forthcoming Open Evenings.	Careers Advisor September 2019
North East Local Enterprise Partnership	Staff CPD training events Business Breakfast	<ul style="list-style-type: none"> - Regular partnership with the school - Regular staff CPD events to inform staff of LMI and developments in the region. 	<p>Our need: to ensure that all colleagues in school are aware of the LMI and developments in the region and have opportunity to receive regular updates to inform their teaching.</p> <p>Their interest: having opportunity to ensure that the next generation are well informed with regards employment opportunities.</p>	Plan dates for next academic year when NELEP can come into school and present to staff.	Careers Leader September 2019



Careers at Southmoor Academy



APPENDIX 9A: Internal Stakeholder Role and Responsibilities Summary

Careers and employability at Southmoor Academy is a collective responsibility.

Students, staff, parents/carers, governors, employers, alumni, the local authority, partner organisations/individuals and the local community have a collective responsibility to promote effective careers and work-related education.

Job Title:	Responsibilities:
Senior Leader: Student Progression (Careers Leader)	Responsible for planning and setting the strategic direction of careers provision at Southmoor Academy. Responsible for community engagement. Responsible for the strategic overview of PSHE and SMSC across Years 7 to 13.
Careers Adviser across the Trust	Responsible for the independent, impartial advice and guidance provided to students in 1-2-1 CEIAG interviews. Responsible for providing support to identified at risk of NEET students.
Raising Aspirations/Oxnet Coordinator	Responsible for liaising with NECOP to organise activities and events linked to raising aspirations. Responsible for sixth form related careers activities, including university visits.
Director of Sixth Form	Responsible for liaising with Careers Leader to ensure that all elements of sixth form careers are successfully covered
Enterprise Adviser	Responsible for advising Careers Leader on strategic direction and developing the school's provision to meet all Gatsby Benchmarks.
Enterprise Coordinator	Responsible for sharing local and national developments in careers provision and careers strategy.
Headteacher & Trust CEO	Responsible for direct line management of Careers Leader and strategic promotion of careers strategy at Headship level. Responsible for strategic and operational support and challenge of career leader decisions.
Curriculum Leaders	Responsible for oversight of Careers Champions
Careers Champions – English, Maths, ICT, Geography, History, MFL, Science, H&SC, Media, Performing Arts.	Responsible for career displays within subject areas, advocate for curriculum related volunteers to be involved in classroom activities and advocate for schemes of work to be modified to include career-related activities.
Tutors and Personal Development teachers	Responsible for the delivery of the careers programme during personal development time. Year 11 tutors to monitor 1:1 Careers Guidance Action Plans.
Heads of Year & Sixth Form Pastoral Leaders	Responsible for the monitoring of the delivering of the careers programme during personal development time. Identifying students at risk of NEET and giving information to Careers Advisor.
Students	Responsible for engaging with and participating in the careers programme.
Parents/carers	Responsible for engaging with and participating in the careers programme where appropriate. Responsible for actively encouraging their children to engage with and participate in the careers programme.
SENDCO	Responsible for liaising with Careers Leader to ensure students with special education needs and disabilities are able to access the careers programme and all careers and employability information, advice and guidance.
EAL Coordinator	Responsible for liaising with Careers Leader to ensure students with English as an Additional Language (EAL) needs are able to access the careers programme and all careers and employability information, advice and guidance.



Careers at Southmoor Academy



APPENDIX 9B: Detailed Careers Roles and Responsibilities 2021-2022

Careers and employability at Southmoor Academy is a collective responsibility. Here are the roles and detailed responsibilities linked to careers of each member of staff in school.

Senior Leader: Student Progression (Careers Leader): Simon Wareham

- Strategic leadership of Careers at the school.
- Prepare and implement the Academy Careers strategy and the Careers programme including schemes of work for careers education
- Responsible for the monitoring of careers in Personal Development time and the development of a programme of high-quality Careers Education to develop students' resilience, self-esteem and aspiration.
- Develop and monitor all areas of Careers, including: 'Careers Education', 'Careers Information', 'Careers Advice' and 'Careers Guidance'
- Develop external links, e.g. employer engagement programme, apprenticeship providers, colleges and universities
- Ensure that the provision meets the quality of a dedicated CEIAG award
- Utilise destination measures data and LMI information to inform future planning
- Consult with young people, parents, staff, employers and training providers on Careers provision.
- Ensure students develop their employability skills and encourage young people to take ownership of their career plans.
- Promote careers across the curriculum. Lead in house training and CPD for staff. Liaise with Heads of House to implement intervention strategies for potential NEET students
- Report to and Advise SLT and Governors on policy, strategy and resources for Careers
- Line manager for the Trust Careers Advisor.

Together for Children Link Advisor: Deb James

Local Academy Council representative & Enterprise Advisor: Karen Routledge

Trust Careers Advisor: Julia Robinson

- Conducting Careers Guidance interviews for all students
- Work experience management for Year 10 and 12
- Development of external links with employers, apprenticeship providers, college and universities
- Developing and establishing the Academy's annual careers fair
- Liaising with parents and staff to give Careers advice.
- Responsible for identifying students who are considering applying for apprenticeships at post 16 and post 18
- Development of a programme to support students who are applying for apprenticeships
- Organising annual Parents Workshop for students considering applying for apprenticeships

Assistant Principal: Lisa Mellefont

- Promote good work skills across the Academy, especially attendance punctuality and 'behaviours for the workplace'.
- Promote post 16 pathways and support the Careers programmes.
- Monitoring the effectiveness of the Personal Development programme

Headteacher & Trust CEO: Joanne Maw

- Line manager for the Senior Leader: Student Progression (Careers Leader)
- Reporting on CEIAG developments to the Trustees

Raising Aspirations and OxNet Coordinator: Claire Ungley

- Raising the aspirations of pupils to increase social mobility through promotion of further/higher education by mentoring/supporting and offering a range of internal and external experiences to broaden knowledge and horizons.
- Establish links across the Trust and with Russell Group Universities
- Delivery of the Aspirations and Insight programme in primary schools

Sixth Form Pastoral Leaders

- Organisation and management of Careers Education as part of Personal Development programme for Years 12/13
- Monitoring Sixth Form access to Careers Education activities and events
- Liaising with Careers Advisor regarding students who need further progression support

Year Leaders

- Support the CEIAG programmes and activities
- Liaising with Careers Adviser to support attendance at Work Placements
- Identifying possible future NEET students and ensuring they are supported

Form tutors

- Help prepare students for the world of work.
- Provide careers advice and respond to questions
- Signpost to sources of advice

Personal Development teachers

- Deliver the careers education programme within the overall personal development structure
- **Attendance officers:** Nicola Murley & Jamie Young
- Monitor/promote attendance and punctuality and link to world of work

SENDCO: Olivia McCourt

- Work closely with the LA and other professionals to support planned transition for SEND students from school into appropriate post-16 opportunities.

- **All teaching staff (including Careers Champions):** • Encourage students to think positively about their career prospects • Link subject areas to different work opportunities, jobs and careers (during curriculum time and Careers Focus Days) • Help develop students employability skills within lessons • Promote progression routes within the subject areas. • Help prepare students for the world of work. • Develop external links whenever possible.



Careers at Southmoor Academy



APPENDIX 10: Monitoring & Evaluation Programme

Following this simple plan means that the needs of all learners can be considered and provided for when new opportunities arise, and external agencies offer their support, time and expertise.

Monitoring strategy

To monitor whether the students have been able to access up-to-date, relevant CEIAG material we intend to continue monitoring the quality of delivery through the personal development system. Learning walks, observations and student voice are the main routes by which monitoring this aspect of the programme will be carried out. This allows us to help students track their thoughts, participation and planning about their future. Monitoring of external agencies and their role in providing effective CEIAG is carried out by the Careers Leader and by the staff who accompany such visits and events. Monitoring of Careers Guidance interviews will be conducted both internally and externally and electronic copies of these action plans are provided for students and parents / carers, so they can build on them in the future. This makes them easily accessible and gives a clear structure to base plans on.

As a team we select the external agencies and organisations we feel fit with our aims most appropriately. Activities from these providers are encouraged and our external provider agreement is published on our website. To monitor the content of this provision and to ensure we meet our safeguarding responsibilities discussions between all parties involved take place prior to any booking regardless of cost or staffing. As a staff we operate in collaboration with each other to monitor all agencies whilst they are ongoing; external agency staff are accompanied by Academy staff and this allows us to effectively monitor the quality of provision and delivery.

Activity to be monitored	Responsibility for monitoring	Timing	Implementation
Careers Education as part of the Personal Development curriculum	Careers Leader Assistant Principal	Weekly Once per term as part of the observation cycle	Learning walks Formal lesson observations for appraisal, including student voice
Provision of careers activities within the school day (external agencies)	Careers Leader Staff who attend the events Careers Advisor	Ongoing throughout the time the external agency is working with the school	Staff presence with student groups Questionnaire by staff and students Observations
Participation in careers related activities external to the school	Careers Leader Staff who lead/attend the visit	Ongoing throughout the event	Staff presence with student groups Student voice questionnaires
Quality of Careers Guidance interviews delivered by internal Careers Advisor	Careers Leader External Reviewer	Every half term – sample of interviews	Observation of interviews and feedback
Attendance and progress by Year 10 students at their work experience placement	Careers Advisor Year Leaders Attendance Team	Weekly	Phone calls to employers each week

Evaluation strategy

The most important and valuable approach to evaluation is listening to the views of participants in activities organised both internally and externally to the Academy. As a school, staff invest a great deal of time planning, resourcing and delivering activities to allow students the opportunity to learn from visitors and their planned experiences, and

therefore finding out their views on both the quality of content and the organisation of the activity is essential in future planning and moving forward and ensuring the quality of careers provision across the Academy. We use a variety of methods including online Survey Monkey and paper-based feedback questionnaires. Questions include those about the careers content and quality of CEIAG and the suitability and accessibility of the activities for all. The questions also give the opportunity to see whether the content has had an impact on students' future pathway decisions.

The evaluations we provide for our students are designed to be as simple as possible to complete, using multiple-choice responses where possible to reduce the time taken to complete them. Where an open-ended question is provided, students are required to be honest about their experience and clear about how they think the activity could be improved and whether they would recommend the activity for a future year group or specific student cohort. Asking students to explain their views is essential, particularly because students of different ages have specific needs related to careers and ways of expressing their views that we need to respond to ensure high-quality CEIAG – employer and further / higher education engagement and experiences of the world of work.

Most of the organisations we work with provide their own evaluation process whether online or in paper format and we receive feedback from them as appropriate as part of their own monitoring and evaluation processes. This evaluation informs our own plans and decisions regarding future participation.

Activity to be evaluated	Responsibility for evaluation	Timing	Implementation
Careers education as part of the PSHCE curriculum	Careers Leader Assistant Principal	At the end of each half term (alternating student and staff)	Staff and student voice and questionnaires
Provision of careers activities within the school day (external agencies)	Careers Leader Students who participated Members of staff who supervised activity	After the event (normally within the same day) – data collated into summary report	Student participation and evaluation of the event Evaluation form Data / summary report used to inform future planning
Participation in careers related activities external to the school	Careers Leader Students who participated Members of staff who supervised activity	After the activity (normally within the same day) – data collated into summary report	Student and staff evaluation Online evaluations – provided by external agency Data collated into summary report for future planning.
Quality of work experience placements	Careers Leader Careers Advisor Students involved	At the end of work placement period	Student evaluation with data collated into summary report for future planning

Once per term during the academic year, after evaluations have been completed, responses analysed, the results will be put into a written update and shared with the Trust Director of Learning and Progression. These headline statements from the reports are then shared with parents and carers via the Academy newsletter and website. This encourages all stakeholders to contribute their ideas and suggestions for future activities and planning. It also provides the opportunity for all to comment on any aspects of an activity that did not meet our expectations nor meet the needs of the students involved.

The Trust Governors receive a report each year to update them on the activities we have been involved with and the success of our participation. Through their involvement it is hoped that we will broaden our outlook on local employment, training and apprenticeship opportunities and help communicate our commitment to raising aspiration and achievement across the Academy to the wider community.

Maintaining a cycle of planning, activity, monitoring and evaluation throughout the year is an essential part of the quality of careers provision across the Academy. Embedding the activities and building on the partnerships already established is central to our programme and working with other interested parties will allow us to develop improved links and provide an enriched and enhanced CEIAG timetable to all students from Year 7 to 13.