Foxwood Academy Careers Education

Gatsby Benchmark	Recommendations	How the benchmark is met
A Stable Careers Programme	Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers, governors and employers.	Foxwood Academy students in 14 to 19 work towards OCR accreditation using the World of Work range of units. The curriculum programme incorporates internal and external work experience, enterprise and volunteering opportunities for students in Years 7-13. Foxwood Academy offer Preparation for Adulthood sessions across the 3 pathways and across all 3 terms. Time is allocated on timetables for work related learning and focuses on identifying skills, offering opportunities and developing personal skills appropriate to the workplace. We ensure that all work experience opportunities are meaningful for the individual.
Learning From Career & Labour Market Information	Every pupil, and their parents, should have access to good quality information about future study options and opportunities. They will need the support of an informed adviser to make best use of available information.	Annual reviews are attended by Futures' advisors for those students who are ready to transition to higher education: Futures' advisors attend all leavers' annual review from Y12 to Y13. Parents will request other parties to also attend the review such as transition workers. Foxwood will work actively to ensure that all parties are present. Pupils from Year 8 also attend annual careers interviews with a careers advisor from Ideas4Careers and an individual careers action plan is created from this meeting and updated with the pupil annually. This is shared with the student, their parents/carers and school staff. We also organises transition and careers evenings for both parents/carers and pupils and coffee mornings where parents/carers can enjoy a more relaxed environment with other parents/carers and staff to discuss the opportunities and support available to their child. Where appropriate, students are also given opportunities to attend local job fairs and other events to develop their understanding of the labour market.

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Addressing the Needs of Each Pupil	Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school's careers programme should embed equality and diversity considerations throughout.	Futures' advisors and social workers, along with any other representative the parents indicate, are invited to annual reviews to give parents information on benefits, entitlements and getting the right support for their child. At Foxwood Academy students take part in vocational skills activities and have the opportunity to experience work-based activities either internal or external to the academy. Each pupil has a 1:1 careers interview with a careers advisor who updates their careers action plan each year. This action plan is shared with the class team and will support the student to work towards achieving the goals on the plan. We also record all pupils' careers and employment activities on Compass+ on their individual records. This record will be created in Year 7 and be updated throughout each year until they leave Foxwood Academy.
Linking Curriculum Learning to Careers	All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of stem subjects for a wide range of future career paths.	Foxwood Academy have developed a three-year rolling programme which links different areas of learning. Careers learning within the programme is linked to accreditation from OCR. In the 14 to 19 phase vocational skills are taught alongside preparation for adulthood so that students are prepared for adulthood and living as independently as possible. The three-year plan also incorporates such things as, internal and external work placement, college courses and enterprise projects
Encounters With Employers And Employees	Every pupil should have the opportunity to learn about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.	Foxwood runs a transition fair at least once a year which includes inviting a number of local businesses, such as Nottingham Mencap, who may offer work placements. Local colleges and training providers are also invited to attend the event to provide guidance and advice about the services they can offer our young people. Throughout the year, students are provided with Employers' Days. These are events where local employers come into the school to do work based tasks with our students and provide our students with the opportunity to ask questions and develop their understanding about different jobs. These employers days are for

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		secondary aged pupils and are differentiated to each pathway and key stage. We also encourage employers to come in and talk to pupils about apprenticeships where appropriate. We also try to where possible, arrange for pupils to visit the workplaces of the employers who come in to work with our pupils, to allow them to experience a real working environment.
Experiences Of Workplaces	Every pupil should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities.	External work experience placements are not always appropriate for all of our students. However, within the school, students are offered work experience placements in the school office/classrooms/grounds maintenance and IT department, which are timetabled and delivered as part of 14-19 curriculum. We also provide a small group of students with the opportunity to complete a year's work experience placement, where they are able to complete tailored work experience, both externally and internally, suited to their individual needs and interests. This is supported by a specific member of staff to oversee and support the students.
Encounters With Further Higher Education	All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, and in the workplace.	Students at Foxwood Academy will have the opportunity to attend college visits, these take part throughout the year and are in place to help our students develop an awareness of what college life looks like. Parents of year 11-13 students are also encouraged to visit colleges with or without their child so that they can see first hand what is on offer. Students in the 14-19 phase will have an opportunity during the 3 year curriculum cycle to do a college course. Students who are preparing to leave Foxwood Academy will have the opportunity to attend taster sessions at the college of their choice, these will be arranged through the academy and supported by a member of staff.

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Personal Guidance	Every pupil should have opportunities for guidance interviews with a career adviser. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but timed to meet their individual needs.	In addition to the work done within the classroom to help the students identify their likes/dislike, strengths and abilities all students within the 14-19 cohort will access independent, impartial careers advice and guidance, from a fully qualified and registered Careers Advisor (Jenny Hallam), provided by Ideas4Careers Ltd. The form of this interview will be adapted to the individual needs of the student e.g. conversation, using symbols, drawing. The student may have TA support. It allows the young person to think about and voice what they would like to do Post 16 or 18 and what their career aspirations might be. They might need information about the range of options available to them, thinking about what a job might involve or checking out what skills or qualifications they may need. A careers action plan is written and this is fed into the EHCP reviews for each student and actioned accordingly.