



**HIGHFIELD LITTLEPORT ACADEMY**

*An Active Learning Trust School*

# Highfield Littleport Academy

## Careers Strategy

## Introduction

We are committed to delivering an effective careers education, information, advice and guidance package to all of our learners. We support pupils, along with their parents and carers, to consider their future options, realise their full potential and decide how their skills and experiences fit with opportunities within the local job market. We successfully help our learners prepare for their next steps by exploring different employment opportunities, different routes to employment, college courses, apprenticeships and by focussing on employability and transferable skills. Throughout the delivery of our careers programme, we adopt a person-centred approach and cater for the individual interests and motivations of our pupils. Once pupils are in Year 9, their EHCP annual review meeting becomes more focussed on preparing for those next steps and exploring different options. These meetings are also attended by our Additional Needs Pathway Advisor who can give further specific information on current opportunities and routes into careers. We are committed to the statutory and moral obligation to provide an engaging and impactful careers programme that will highlight different routes and options for all of our pupils. We work closely with the Local Authority and the Opportunity Area advisors

Our careers programme encourages learners to have high aspirations and to realise and follow their passions. Delivery of the programme involves a variety of different aspects including employer encounters, work experience, curriculum lessons, skills, employability, exploring available career options, college visits, transitions and career events.

At Highfield Littleport Academy, the careers team consists of Lyn Houghton (Careers Leader) and Jill Ladson (Work Experience, Transitions and Exams Co-Ordinator). Jill explores career aspirations and options with our KS4 pupils and will source work experience opportunities in the local area.

## Terminology

There are a number of terms used to describe different careers interventions and there is also some overlap between them:

- **Careers education** is the delivery of learning about careers as part of the curriculum
- **Work-related learning** is the provision of opportunities to develop knowledge and understanding about the world of work and to develop employability skills
- **Careers information** is the provision of information and resources about courses, occupations and career pathways
- **Careers advice** is more in-depth explanation and information and how to access further support
- **Careers guidance** is a deeper intervention in which an individual's skills, attributes and interests are explored in relation to their career options

## Vision

To ensure our pupils, their parents and carers, are well informed and prepared to achieve aspirational next steps into adulthood and the world of work.

## Our Core Aims

- To ensure our learners and their parents/carers have access to careers information, advice and guidance
- To enable learners to understand their potential next steps and explore different pathways and opportunities

- To enable all learners to access and engage in a high quality and varied careers education programme
- To provide all learners with meaningful employer encounters and experiences that will prepare them for the world of work
- To enable our learners to recognise and celebrate their own strengths and what they have to offer within a workplace
- To prepare learners for a successful transition to their next educational setting or place of work#

### **Destination Data**

At Highfield Littleport Academy, we take our statutory duties seriously and record our destination data accurately. Data regarding outcomes for our pupils is published on our school website on an annual basis and provided to the Department for Education and Local Authority. We record destination data for end of Key Stage 4 and 5 when a student transitions from our school.

### **The Gatsby Benchmarks**

At Highfield Littleport Academy, we use the Gatsby Benchmarks as a framework for planning and reviewing our careers provision. There are 8 benchmarks;

1. A stable careers program
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

We evaluate our program termly by completing the Compass+ self-evaluation.

### **Measuring Success and Monitoring**

We are committed to reducing the number of 13-19 year olds who are not in education, employment or training (NEET) by ensuring this strategy is embedded in our practice. The programme and strategy are also compliant with the statutory requirements stated in the government policy 'Careers Guidance and Access for Education and Training Providers'.

The strategy has been approved by the governing body and will be reviewed every three years or in light of new guidance from the Department for Education or Local Authority. The strategy will be regularly monitored and evaluated by the Careers Leader to ensure impactful delivery of the programme. This monitoring will take place through:

- action plans
- follow up from career guidance meetings
- monitoring work experience placement
- monitor success of transitions
- check student/parent/staff knowledge of destination options
- monitor impact of explicit sessions
- Evidence for Learning data
- teacher/pupil/parent/carers feedback
- destination data

## **Governing Body**

The statutory duty requires governing bodies to ensure that all registered pupils at the school are provided with independent careers guidance from year 8 to aged 25. Our governing body is aware of it's statutory duty to ensure:

- impartial careers guidance is available
- careers guidance includes information on the range of education and training options including apprenticeships and other vocation pathways
- advice and guidance is given to the head teacher on which they can base a strategy for careers education which meets the legal requirements
- arrangements are in place to allow education and training providers to access pupils in Year 8-13 to inform them about qualifications and apprenticeships

## **Parent/Carer Involvement**

We continue to work in partnership with all parents/carers to ensure pupils are supported in their development. We do this through online communication via Class Dojo, newsletters, Facebook, parents' evenings, annual review meetings, coffee mornings and the school website. We remind parents that the majority of students can find paid work, be supported to live independently and be valued members in the community. We encourage parents to promote greater independence and life skills for their children at home and to develop skills that are transferable to the world of work.

## Strategy Approval

Date:

Signed (head teacher):

Signed (careers leader):

Signed (on behalf of the governing body):

Date to be reviewed: