

**Careers Strategy: September 2020- August 2021**

**Last reviewed: May 2020**

**Next review: May 2021**

**Provider Access**

Any post 16 education or training provider, or employer wishing to engage with school should contact:

Mrs Tina Milner, Director School Community & Careers.

Telephone: 01253 316725. Email: tina.milner@cidari.co.uk

 **Opportunities for access**

• Regular ‘drop in’ times which provide opportunities to provide information to year 10 & 11

 • Annual careers convention in the autumn term attended by year 10 & 11 pupils, parents/carers.

Please email any requests to attend if an invitation is not received. • Consultation evenings are held across the year and providers may be able to attend where appropriate and feasible.

• We have a range of enrichment events integrated into the school careers programme to support self, careers and opportunity awareness, please contact to register interest to support/ attend.

• Options and post 16 planning events, provide opportunities to engage with pupils and parents. We have a number of events, integrated into the school careers programme, which offer providers an opportunity to come into school to speak to pupils and their parents/careers

• We also provide a week’s work experience in the summer term for year 10 pupils. Any providers/ employers who may be able to offer a placement please use the contact above.

**Careers Education, Information, Advice and Guidance (CEIAG) programmes are a means of developing the knowledge, understanding, confidence and skills a young person requires in order to make well-informed, thought through choices and plans that enable them to progress effectively into further learning and work, now and in the future. They help young people make decisions and manage transitions as learners and workers and it is a vital tool in enriching students with the knowledge and skills they need to make informed choices, with realism and understanding.**

Our Careers planning is made with consideration to the eight Gatsby benchmarks; these are the benchmarks of good Career Guidance. We track and record careers activity on software called a Compass Tracker +. This scores us against a national average. We currently score higher than National Average in all areas.

1**. A stable careers programme:** Mrs Milner has led careers in St George’s for over 10 years, holds a level 6 careers qualification and has excellent links with all the local further and higher education and apprenticeship providers. Our independent careers advisor Phil Palfrey has worked with the school for a number of years and is well known to the pupils. The careers programme is adapted annually to take advantage of opportunities and engages with external partners such as the Careers and Enterprise Company and our Enterprise Advisor

2. **Learning from career and labour market information** Having an awareness of local and national labour markets and the predicted trends lets pupils and parents know where the jobs are. Some sectors are predicted to grow and others may be in decline. This can help shape ideas as to what and where the best opportunities are in the area. We have developed some pupil friendly labour market information which can be shared.

3. **Addressing the needs of each pupil** All pupils are provided with access to group and 1 to 1 guidance over their time at St George’s through guidance interviews and drop ins. Specialised support is given to pupils with additional education needs. Targeted activity and enrichment is offered in a range of career related areas as well as whole year group activities to make sure all pupils are supported. Careers support is available at consultation evenings and our careers conventions for parents to access alongside pupils.

4. **Linking curriculum learning to careers**: School encourages departments to highlight careers that are related to their subject. The Your Future Your Choice event, which pupils attend in the year they are opting, links subjects to career areas to help pupils plan their options. The school has working partnerships with DePuy Synthes, DWP and The Imperial Hotel; these link with and support, science, computing and catering helping to enrich the curriculum. Years 7 & 8 experience a BAE STEM roadshow which shows the link with STEM subjects and their business.

5. **Encounters with employers and employees:** Gatsby research found that pupils that have meaningful encounters with employees across their time at secondary school are less likely to be NEET (not in education, employment of training) in the future. A typical example of the encounters our pupils during a year are:

Year 7: World of Work Day - with pupils meeting and working with St George’s Alumni, from a range of occupations, who talk with small groups about their jobs and the routes they took to get there.

Year 8: Your Future Your Choice - option support event with a wide range of employers and education providers.

Year 9: Healthcare and Life Science Day - supported by employees from De Puy plus an invite to our careers convention.

Year 10: Mock Interviews - with a local employer/ employee. One week Work Experience placement in a local organisation. Access to our careers convention which is supported by large employers including Armed Forces, NHS, Westinghouse as well as education providers

Year 11: Access to the careers convention. We continue to build our relationships with our St George’s past pupils with our Alumni programme and seek to use their support in a range of ways.

For any past pupils wishing to join the link is: <https://networks.futurefirst.org.uk/former-student/stgeorgesblackpool>

6. **Experiences of workplaces**: All Year 10 receive the opportunity to carry out a week’s placement in the summer term. We have also had opportunities to visit De Puy and this year some pupils visited The Department of Work and Pensions Peel Park Site and The Imperial Hotel. That time in the workplace influences their thoughts about their future plans and by year 11 most pupils have firm ideas of a future route.

7. **Encounters with further and higher education**: St George’s is a partner school with the University of Cumbria and they offer both mentor programmes and campus visits to help pupils increase their thinking about university education. We also link with other local universities when opportunities arise and have had Oxbridge talks for pupils.

 8. **Personal guidance:** As well as our Careers Lead holding a professional careers qualification, in line with national good practice, e employ the services of an Independent Careers Advisor, Phil Palfrey. Phil is in school one day a week and carries out 1 to 1 appointments, group guidance and a lunchtime drop in. He has worked with the school for a number of years and has good relationships with the pupils.

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**1 – Development priorities**

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| **Development priorities** Date: 2020-21 |
| **GOALS****(What your main goals are)** | **LED BY?****(Who will lead on each goal?)** | **RESOURCES****(What resources will you need?)** | **BY WHEN?****(When do you aim to achieve this goal?)** | **SUCCESS CRITERIA****(How will you know that you have been successful?)** |
| 1. To establish and populate Compass + to allow for career tracking activity at pupil level.
 | TM | Compass +  | To be installed and populated by Dec 2020 | All activity from 2019/20 uploaded and new activity added as it happens |
| 1. Increase the reference to careers within curriculum
 | TM  | HOD support | Summer 2021 | That each subject area highlight careers related to curriculum covered at different points. Where appropriate careers related visits to compliment curriculum. |
| 1. A group of Yr.10 pupils to support pupil evaluation of careers with support from UCLAN and a Lancashire pilot.
 | TM | Pupil evaluation group | Spring term 2021 | A robust audit and evaluation of career activity to evaluate strengths and highlight areas for development. |
| 1. Pathway Project targeting potential NEET
 | TM | Pathways continued funding. | Summer term 2021 | To continue to be a part of the ‘Pathways For All Project’ which aims to reduce incidence of NEET. Destination and sustained destination figures will help determine success.  |
| 1. Develop new website provision for careers
 | TM | Website training | Autumn Term 2021 | To develop a user friendly up to date careers resource on the school website that will support pupils, parent and staff with links to key sources of information. |
| 1. Additional guidance opportunities to bridge missed provision due to Covid 19
 | TM | Support from FE providers | Spring term 2021 | To find innovative ways of bridge the gaps caused by the cancellation of key elements of the careers programme due to Covid 19. Success will be measured by pupils being able to make well informed post 16 choices.  |
| 7. Use St George’s Alumni to enhance careers provision World of work day for years 7  | TM |  | Across the year | Pupil feedback from sessions using Alumni. Pupil voice. |

**2 – Audit of provision**

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|  |  | **What works well?** | **What else needs to be done?** |
| 1.1 | Providing effective leadership, management and promotion of CEIAG | Work between school and our independent guidance provider. | Updated annual careers plan to outline careers work carried out across school. |
| 1.2 | Ensuring appropriate initial staff training and continuing professional development (CPD) to secure the competence required of all staff involved in the learning provider’s CEIAG provision  | Tutors attending options event. Tutor time college talks.  | Work to encourage more careers information in subjects. |
| 1.3 | Providing a careers education and work-related learning curriculum, careers information and careers advice and guidance | Work Experience Yr10Yr. 8 Your Future Your Choice Event DePuy & DWP partnership work. | More in school opportunities to meet with different employers and to learn about careers routes and career sector opportunities.  |
| 1.4 | Securing independent and impartial careers advice and guidance for young people | 1to1 interviews yr.11Group guidance yr.10 | Drop in careers sessions open to all years |
| 1.5 | Working with external partners and agencies | Work experience Relationships with FE providersUniversity of Cumbria & LancasterFuture First partnerASK Apprenticeship serviceDWP Enterprise Advisor De Puy Synthes  | Develop further links through Enterprise Partnerships and the Careers and Enterprise company and Lancashire Careers Hub. |
| .1.6 | Involving and supporting families and carers | Careers ConventionFE providers at consultation evening s year 8, 9, 10& 11  | Greater opportunities to provide guidance to parents on HE. Develop parent section on the new website. |
| 1.7 | Monitoring, reviewing, evaluating and developing provision | Audit of interest in yr 10 to help inform guidance. | More pupil voice evaluation of events. |
| 1.8 | Measuring the impact of provision (including evidence of learning outcomes and progression) | Destination Data | Pupil evaluation group to pilot UCLAN Lancashire evaluation. |

**3- Summary of provision**

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| **Summary of provision** |
| **Target group** | **Careers and work-related education activities including financial capability, enterprise and employability** | **Careers information, advice and guidance** |
| **Whole School** | New resource funded by Careers Enterprise Funding Alumni Development: Digital toolkit to manage the alumni relationships and alumni officer to support and help plan activityProject based days with alumni supporting Pupils registered on START profile and promote.Big Lectures and Electives to develop skills.  | **Careers Library** permanent whole school resource. Place to research careers and source latest careers literature. **9,10 & 11 Careers information available for form use.** Literature from FE & HE. College group resource can be used to support SMSC and general CEIAG activity and enquiry. Good stock of FE & HE prospectuses available to forms |
| **Year 7** | **SMSC Self Awareness** strengths Autumn term, reflection self-awareness**SMSC Extra interests and hobbies** and link to careers Spring Term. Awareness of the importance of getting involved and developing skills **SMSC Self Review** Summer Term reflection self-awareness**SMSC Visitor week** HE theme Summer term HE awareness | **World of work day** using the alumni contacts created. Project based days with alumni supporting Spring term 21 **BAE STEM Roadshow** |
| **Year 8** | **SMSC Self review**: Spring term Reflection self-awareness **SMSC Stereotyping** Summer term, Awareness of stereotyping **SMSC Visitor** HE theme summer term HE awarenessWorld of Work Careers Event Careers and Enterprise Funded | **1 to1 Options guidance interview with a tutor or teacher.**To discuss option choices and career thought.**SMSC SWOT Analysis** Summer Term Self-assessment and awareness of skills linked to jobs**Our Future Our Choice Options Event**. To showcase careers linked to subjects. January Pre options Greater consideration of where options choices can lead you**Options evening**. All HOD attend to discuss option choice subjects, whole year and parents. Advice and guidance on options process and choices.**BAE STEM roadshow** |
| **Year 9** | **SMSC Skills Review** – Self awareness Autumn Term Awareness and assessment of skills**SMSC 5 sessions on Decision making skills** Spring term / summer term. How we take decisions and thinking / debating a decision. **SMSC Self review**: Summer term, self-awareness **SMSC SWOT analysis:** Summer term, self-awareness | **SMSC Job Quiz:** Summer term, opportunity awareness**Employability Master class** World of work employability master class for whole year group. Focusing on LEP priority areas where there are potential skills gaps.**HE Visits group visits to local universities.** Subject and taster visits to university. **Annual Careers Convention**. Autumn tem for pupils and parents. |
| **Year 10** | **Workplace Health & Safety Session**-Pre work Experience Whole year group for placement preparation and awareness of workplace health and safety. **College, sixth form, training provider taster opportunities**. Summer Term Whole year group various options to visit post 16 providers Greater opportunity awareness and aspiration development.**Work Experience:** 1 week placement open to all yr 10 pupils. Summer Term Whole year. Awareness of work and skill development.**HE Awareness: visits and talks** | **Group interviews** with Independent Careers advisor Summer Term Whole Year Early discussion around post Yr. 11 options and routes.**Careers Convention** Autumn Term Years 10 & 11 + parents invited. Opportunity awareness**HE talks** Lancaster, Summer Term Able and first in family targeted. HE Awareness raising.**Mock Interview** Whole year mock interviews with local employers. taster visit opportunities to FE providers in the Summer Term |
| **Year 11** | **Application Support**CV and application support sessions **Post 16 provider campus/ site visits** various Targeted transition support SEN/ LAC PP. potential NEET as required **Transition support:** Pathways identified cohort ongoing support to ease transition for those at risk of becoming NEET. | **1 to 1 Careers interviews with Independent** **Careers Advisor** Autumn/ Spring term Whole year. Post 16 action planning**Careers Convention** Autumn Term Whole year invite and parents Post16 opportunity awareness**Post 16 provider talks Autumn & Spring term**Menu of talks some whole year some opt in Post16 opportunity awareness.**Post 16 drop in sessions**B&FC & BSF others various dates. Autumn & Spring term Open to whole year. Application support**In school interviews BSF and B&FC****Additional Guidance SEND pupils.** Transition plans to be completed by Phil Palfrey working with SENDCO**CLA Pupils** : Additional guidance and transition plan by supported by authority with liaison with Mrs Milner  |

**Sheet 4 -Calendar of main activities and events.**

(other events may be added if opportunities arise)

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| Time of Year | Yr.7, 8,& 9 | Yr.10 & 11 |
| Ongoing | Careers Library in HubCareers Advisor available weekly drop in.SMSC activities weekly | Careers Library in HubMonthly FE drop in yr 10&11Careers Advisor available weekly drop in.SMSC activities weekly |
| Autumn Term | BAE STEM Roadshow Yr 7 & 8Employability Masterclass Year 9 Stem Challenge yr. 9 team.Drop in guidance.Careers Convention Yr.9 | FE Talks to yr. 11,Drop in Guidance, 1to1 interviews. Yr.11HE Talks Russell Group yr 10&11Careers Convention: Yr.10 & 11 Pupils, parents and carers. 1to1 interviews. Yr.11FE presence parents evenings |
| Spring Term | Your Future Your Choice Options Event for year 8 Uni of Cumbria HE mentor project yr 9DE Puy Mentorship programme Yr.9Small group guidance SEN /CLA guidance interviews 1to1FE presence parents evening/careers advisor options evening. Options Evening parents and pupilsUniversity visits | 1to1 interviews. Yr.11SEN / LAC transition guidance interviews 1to1Regional Final Premier league Enterprise Competition Mock interviews all year 10College and Sixth Form Interviews in School.Stem Challenge yr 10 teamSEN transition guidance interviews 1to1Apprenticeship application support for yr.11 |
| Summer Term | World of Work Alumni days | Health & Safety and Pre Placement work yr. 10. Work Experience yr 10Group guidance interviews yr 10. FE talks Yr. 10 FE Campus Visits |

**Sheet 5- Evaluation schedule**

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| **Evaluation schedule** |
| **Evaluation focus** | **Evaluation methods** | **When?** |
| **Autumn Term**Previous Yr. 11 Destination informationRecord activity on the Compass Tracker to benchmark against GatsbyCompass Tracker audit against BenchmarksStaff review of careers in curriculum to support with resources.Parent/ carer feedback | Collate information from local FE providers. Work with local authority to track pupils’ destinations. Termly auditConversations with HOD and curriculum booklets.Parent questionnaire at Careers Convention.  | September/ OctoberOngoing all yearDecemberOctoberOctober/ November |
| **Spring Term**Post 16 plans. Check all pupils have a proposed destination. Options ReviewCompass tracker audit against Benchmarks | Check all pupils have intended destination and have had guidance to support the process. Check any pupils needing options support refer to Careers Advisor any concerns over guidance needs.Complete termly tracker audit. | January/ February prior to interviews.FebruaryApril   |
| **Summer Term**Pupil Voice Work Experience reviewInput intended destinations Yr.11Careers Audit Yr. 10Summer term review on Compass | Pupil group to support evolution of career activity.Questionnaire review of work experience.Review of proposed destinations Yr.11 Audit survey to confirm areas of interest and to inform career provision and planning.Compass tracker audit against the benchmarks. | June/July |

 **Sheet 6 -Roles and responsibilities**

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| **Roles and responsibilities** |
| **Roles** | **Responsibilities** |
| Governors and SLT | To review destination information and allocate funding to provide careers provision. To agree the careers plan.  |
| Careers Lead with overall responsibility for careers provision / career co-ordinator | To oversee, plan and deliver careers input for school. Liaise and manage our Independent Careers Advisor to get the best value from his time for pupils and school. To check on post 16 planning of yr. 11. Year 8 pupils’ options in relation to guidance and aspirations. To co-ordinate and arrange external partners to work with pupils in support of careers. To organise enrichment to support aspiration, increase knowledge of options and provide career inspiration.  |
| SENDCO | To liaise with our independent careers advisor in support of pupils with SEND and to ensure they receive support for transition. Review option choices in relation to career aspiration of SEND pupils. Working closely with Senior Leader for Careers |
| Careers advisor | To provide impartial guidance to identified groups. Create an action plan with each 1to1 interview and keep a copy on file. Log proposed destination and interview information. Work closely with Careers Lead for careers to plan and review provision. |
| College Tutors | To support the careers and work experience process within college time. Delivering SMSC sessions, disseminating information and attending organised provision with their college groups. Signposting pupils with careers questions.  |
| Teachers and teaching support staff | To signpost pupils. To help encourage aspirations by including careers information related to their subject area where possible. Make links to topics and their relevance  |
| Pastoral and pastoral support staff | To signpost pupils requesting information to the careers lead and careers advisor. Passing concerns about individual additional support needs to careers lead.  |