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Summary of the Careers Programme	<p>St. Michael's Catholic Academy careers programme focuses on the Gatsby Benchmarks, and these are at the foundation of our developing careers strategy. The 8 Gatsby Benchmarks are based on international research of what makes an excellent careers programme.</p> <p>The Gatsby Benchmarks are:</p> <ol style="list-style-type: none"> 1. A stable careers programme 2. Learning from career and labour market information 3. Addressing the needs of each pupil 4. Linking curriculum to careers 5. Encounters with employers and employees 6. Experiencing workplaces 7. Encounters with further and higher education 8. Personal guidance <p>The careers' programme is currently delivered during pastoral time through classroom work, Kudos, as well as assemblies and new for the academic year 2020- 2021 a series of dedicated Careers Education Information Advice & Guidance lessons for all year groups within PSHE. This is coordinated by myself as the Careers Leader, along with members of the Senior Leadership Team in charge of coordinating and planning our PSHE curriculum.</p> <p>Guidance on Further/Higher Education, apprenticeships and career choices forms an integral part of this programme, along with pupils understanding the importance of having a career. Representatives from outside agencies, universities and local providers and links with industry are involved in both the planning and the delivery of careers guidance.</p> <p>Virtual assemblies are well planned to adapt to the pupils of different ages, with external agencies coming in to target specific age groups. Students have access to a wide range of literature both in school and on the school website, along with university visits and workshops and talks from other providers including apprenticeships and employers.</p> <p>St. Michael's Catholic Academy work closely with an independent careers adviser who offers 1:1 interviews, advice, guidance and action planning interviews at key transition times. Our independent careers adviser is also available for meetings with parents as all Parents' Evenings throughout the academic year, as well as our Year 9 Options Evening. Alongside this independent careers adviser, we also have Youth Direction specifically commissioned to work with some of our most vulnerable pupils in KS4.</p>

	<p>Students can access current careers resources via the school website and designated Instagram page, which also contains up-to-date labour market information. There is a Careers noticeboard in the library highlighting the links between specific subjects and possible careers. Pupils can also browse prospectuses for a variety of Further/Higher Education, apprenticeships and different careers choices in the school library. Parents and providers can access the statutory access policy at https://stmichaels.bhcet.org.uk/information/careers/</p>
Measure and assessment of impact on students	<p>The quality of careers provision ensures students have the necessary knowledge and skills to successfully embark upon chosen route into further/ higher education, apprenticeships and employment. We measure and assess the impact of provision in a number of ways. This includes destination data, annual review with the Senior Leadership Team, and focused feedback from parents, teachers, pupils and employers.</p> <p>We work closely with local career networks, particularly with the support of the Careers Enterprise Company. We are fully compliant with statutory requirements and Ofsted recommendations as evidenced by our termly Compass Plus Review.</p>
Reviewed	February 2021