

7th December 2022

Sutton House Academy
Wentworth Road
Southend-On-Sea
Essex
SS2 5LG

Dear Mrs Bull

Welcome to the Greater Essex Careers Hub

Welcome to the Greater Essex Careers Hub, an expansion of the Southend & Thurrock Careers Hub, to now form a collection of 99 schools and colleges across Essex, Southend and Thurrock. The Greater Essex Careers Hub is part of the national network of careers hubs from The Careers and Enterprise Company (CEC).

The Careers Hub promotes and optimises links between employers and educators to enable young people to become more work ready, understand and gain the right employment skills, and access to the local growth business sectors. In essence, supporting schools and businesses to help young people find their best next steps!

I would like to take this opportunity to highlight some of the duties of schools with regards to careers provision, showing the current position of your school against the Gatsby Benchmarks, and introduce you to some of the support and resources available to your school through the Greater Essex Careers Hub and The Careers and Enterprise Company.

Sutton House Academy's Gatsby Benchmark Progress

The Gatsby Benchmarks define what world class careers provision in education looks like and provides a clear framework for organising the careers provision at your school. The benchmarks are enshrined in statutory guidance. For more information about the Gatsby Benchmarks visit:

<https://resources.careersandenterprise.co.uk/resources/gatsby-benchmark-toolkit-send>

Based on the most recent self-assessment conducted by your Careers Leader, Jack O'Connor, on the 07/04/2022, your school is currently fully achieving 1 of the benchmarks.

<p>Benchmark 1 A stable careers programme</p> <p>64% achieved</p>	<p>Benchmark 2 Learning from careers & labour market info</p> <p>80% achieved</p>	<p>Benchmark 3 Addressing the needs of each pupil</p> <p>81% achieved</p>	<p>Benchmark 4 Linking curriculum learning to careers</p> <p>62% achieved</p>
<p>Benchmark 5 Encounters with employers & employees</p> <p>75% achieved</p>	<p>Benchmark 6 Experiences of workplaces</p> <p>25% achieved</p>	<p>Benchmark 7 Encounters with further and higher education</p> <p>31% achieved</p>	<p>Benchmark 8 Personal guidance</p> <p>100% achieved</p>

Support available through the Careers Hub

The Greater Essex Careers Hub aims to support your school with its progress towards fully achieving all Gatsby benchmarks and statutory duties, with the ultimate goal of ensuring all young people find their best next step.

Your Careers Leader will already be in regular contact with our Enterprise Coordinator, Laura Bramley, laurabramley@southend.gov.uk. Laura is your local contact and will have knowledge of employers, training providers, careers activity providers and other support available in your area.

An Enterprise Adviser will be matched with your school based on the needs of the Careers Leader and support required with your careers strategy and programme. An Enterprise Adviser is a business volunteer, who provides an employer perspective and is a critical friend, at a strategic level, for your Careers Leader and yourself.

Your Enterprise Adviser will be allocated soon.

Other support available through the Hub this academic year includes:

- Termly Career Leader network meetings, including CPD and peer sharing/support opportunities
- Termly information webinars, including local careers activity providers and updates on support available
- Labour Market Information booklets, available online shortly for all students and parents/carers
- Industry Champions, a local collection of employers who can support careers activities in schools
- Inclusion Community of Practice, to share ideas and focus on SEND specific careers activities
- Gatsby benchmark specific reports, to help progress your school to full achievement of the benchmarks
- Open Doors, a selection of opportunities for workplace visits for your students and staff

Statutory Requirements relating to Careers Provision

The Careers Hub supports your school to fulfil the statutory requirements for careers education, through our team, activities, resources and CPD. There are a number of guides to provide more clarity and fullness around the requirements. Two of the best for education leaders are show below.

A Guide for Education Leaders, highlights priority areas to maximise the impact of careers and the support and resources available. It contains a handy checklist which covers the key areas. Access the guide here:

<https://resources.careersandenterprise.co.uk/resources/guide-education-leaders-schools-and-colleges>

An Ofsted Education Inspection Framework guide has been developed to help support you prepare for Ofsted with regards to careers provision. There are some useful prompt questions contained within the guide. Access the guide here: <https://resources.careersandenterprise.co.uk/resources/ofsted-education-inspection-framework-guide>

Introductory Online Modules for Education Leaders, Governors and Trustees

The CEC online learning modules help key education stakeholders to better understand the value of careers leadership in schools, the careers education landscape and understand the role and value of a Careers Leader.

The 1 hour Education Leader module supports in exploring the value of careers education; the benefits for young people, and its contribution towards meeting school strategic priorities.

The 1 hour Governors/Trustee module aims is to equip Governors with the knowledge needed to provide appropriate support and challenge, to ensure that all students receive high quality careers education. Governors play a key role in ensuring their school not only meets their legal requirements, but also equips students with the tools and knowledge to make informed choices about their futures. It is highly recommended that your school has a link Governor for careers.

Website: greateressexcareershub.co.uk

email: careershub@southend.gov.uk



For more details and to access the online modules visit: <https://www.careersandenterprise.co.uk/careers-leaders/careers-leader-training/online-learning-modules/>

All Careers Leaders require Outstanding training

The CEC training courses provide a huge opportunity for your Careers Leader(s) to accelerate your school towards achieving the Gatsby Benchmarks. Nine high quality course providers offer different delivery methods, and all which will equip your Careers Leader with all the knowledge they need across leadership, management, co-ordination and networking; ultimately inspiring your students to find their next best step. On completion of the course, your school receives £1000.

For more details visit: <https://www.careersandenterprise.co.uk/careers-leaders/careers-leader-training/>

Upgrade to Compass +

Compass+ is a tool you can benchmark, manage, track and report on your school's careers provision at individual student level. Once populated with student data, Compass+ provides features that assist a school to do the following:

- Assess their school's careers provision against the Gatsby Benchmarks
- Track individual students' careers interests and intended destinations (what they plan to do after leaving school)
- Track individual students' actual destinations (what they do for 3 years after leaving the school)
- Plan and track careers activities for individual students
- Input and store details of third-party organisations and contacts that can support their school with careers provision
- Download key information into reports, to provide systematic records to each student of the individual advice given to them as recommended in the Gatsby Benchmarks.

For more details visit: <https://www.careersandenterprise.co.uk/careers-leaders/tools-resources/>

Provider Access Legislation

The Provider Access Legislation (PAL) is new guidance coming into force from January 2023. It specifies schools must provide at least six encounters for all their students to have a meaningful encounter with providers of technical and vocational progression routes:

- Two encounters for pupils during the 'first key phase' (year 8 or 9) that are mandatory for all pupils to attend
- Two encounters for pupils during the 'second key phase' (year 10 or 11) that are mandatory for all pupils to attend
- Two encounters for pupils during the 'third key phase' (year 12 or 13) that are mandatory for the school to put on but optional for pupils to attend

The new legislation will become a key mechanism to further help learners understand and take-up, not just apprenticeships, but wider technical education options such as T-Levels and Higher Technical Qualifications.

The Careers Hub are working to support schools meet this new legislation, including offer CPD and links to further education and independent training providers.

Website: greateressexcareershub.co.uk **email:** careershub@southend.gov.uk



“These encounters are a chance to inspire and engage learners about options they had never considered, giving them the confidence to go further and achieve more.”

Oli de Botton, Chief Executive, The Careers and Enterprise Company

Finally, I would like to say thank you for joining the Greater Essex Careers Hub and I look forward to working with you this academic year.

If you would like to discuss any aspects covered above, another element of the Careers Hub provision or ideas for further support we may be able to offer, do not hesitate to get in contact.

Yours Sincerely



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