

PROVISION OF A STABLE CAREERS PROGRAMME GBM1

- Careers provision is shaped to meet the needs and circumstances of all our learners
- The careers programme is published on the website and parents, governors and staff, stakeholders etc. are aware of it
- Awareness of the changing labour market is acknowledged and informs the content and delivery of the programme
- The programme is embedded within the academy curriculum – Faculty Curriculum Ambassadors are now in place – identified contact for each dept, helping to drive careers into wider curriculum learning
- The careers programme is promoted to students, parents, staff and employers via HE & Careers events and parent’s evenings throughout the year
- Evaluation of the quality of the programme is reviewed throughout the year and discussed with the Senior Team and Careers adviser

LEARNING FROM CAREER AND LABOUR MARKET INFORMATION GBM 2

- Students have access to information on career pathways and various progression routes utilising the academy’s careers advisor and extensive careers resources – available on line and in the career’s library
- Information and guidance is reviewed annually and updated accordingly
- Students are supported with planning progression routes. Advice is impartial and students are encouraged to explore a range of alternative options to obtain their career goals
- Students can access support regarding interviews, job applications, apprenticeships, educational institutions, courses, qualifications, entry requirements and financial literacy
- Training, apprenticeships and work experience offers are advertised and students are supported with applications by the career’s adviser and wider team
- LMI is a focus in house assemblies, targeting the whole school audience, it is also part of Post 16 guidance

ADDRESSING THE NEEDS OF EACH PUPIL GBM3

- The academy has a clear operational policy and procedure to identify individual student career needs
- All students can arrange an appointment with the careers adviser and there is specific focus on Year 11 and 13 leavers. Our Super Learner Programme focuses on raising aspirations and bridging the attainment gap within the PP and SEN cohort – year 9 and 10 focus from 2022 + 5 yr +
- data is recorded on the Careers Operational Plan and Sims.
- Super Learner programme – 5-year plan, to bridge the gap for attainment, raise aspirations, widening participation.
- Targets are identified re: qualifications, skills and destinations and shared with the career’s adviser

GATSBY BENCHMARKS – SOUTH NOTTINGHAMSHIRE ACADEMY CAREERS

- Academics and employers are accessible via careers events to offer wider individual guidance and advice
- Data sharing agreement is in place, in order to address any RON students and enable other agencies to provide support.

LINKING CURRICULUM LEARNING TO CAREERS GBM4

- All teachers promote, relate and highlight throughout the course appropriate progression routes, pathways and careers relevant to their subject
- New for this school year CAREERS IN THE CURRICULUM FACULTY CHAMPIONS - driving the careers programme into lesson learning.
- Teachers link curriculum learning to employment and students are encouraged to explore careers within the field of their studies
- National Careers Week celebrates Careers Learning and subject teachers engage with extended opportunities – careers trips, employer talks etc
Promotional materials are used in subject areas to promote learning career outcomes

ENCOUNTERS WITH EMPLOYERS AND EMPLOYEES GBM5

- The Academy has strong education business partnerships, with larger and SMEs. Runners Up and 2019 Winners of the Chamber of Commerce Business Award for Education and Business Partnerships. Was a funded partner school with Price Waterhouse Cooper until their CSR changed.
- Collaboration with D2N2, the new Careers Hubs and an Enterprise Coordinator and Enterprise Adviser from industry in place.
- Students attend events such as: The UK Apprenticeship & UCAS event, they gain face-to-face contact with employers, training providers, colleges, universities and professional bodies
- Students take part in trips, activities and bespoke simulations to help raise aspirations, to motivate and inspire them.
- Employers are invited into the Academy to deliver inspirational assemblies, workshops in themed weeks, masterclasses, lesson activities etc, within their field of expertise
- The Academy adheres fully to with the Baker Clause and focuses on whole school assemblies for Apprenticeships, vocational pathways, university, charities – such as Princes Trust, National Literacy Trust work closely with us throughout the year.
- Careers Fairs are well supported by employers and other providers – with over 50+ attending our recent careers fair.

EXPERIENCES OF WORKPLACES GBM6

- All Year 10 and 12 students are offered the opportunity to take part in a meaningful work experience placement (Pre Covid)
- Students are encouraged to participate in employment relevant to their chosen career pathway
- Students undertake activities related to curriculum learning in an external environment
- The Careers Adviser & Sixth Form staff support throughout the process
- Students evaluation takes place during placement week and reflective learning is encouraged

GATSBY BENCHMARKS – SOUTH NOTTINGHAMSHIRE ACADEMY CAREERS

- Employers provide feedback to encourage improvement and offer personal development advice
- COVID 19 – Virtual work experiences were encouraged and some students took part in speakers for schools and Springpod – this was not widely used, due to safeguarding policies. Work Experience was replaced with Robust Themed Weeks across Year 10 and 12. WOW Week was made available during the first pandemic in July 2020 to compliment student learning.

ENCOUNTERS WITH FURTHER AND HIGHER EDUCATION GBM7

- Students have access to numerous events throughout the year including HE & Careers Fair, University Taster Days, Oxbridge experience, UCAS focus University Summer Schools to encourage widening participation.
- Students are offered workshops and one-to-ones with specialist sixth form tutors regarding Personal Statements and degree and uni exploration Student Finance and Access Programmes.
- The Trust offer a robust 'Moving on Day' for all year 13 across the Notts schools, encouraging students to networking and take part in workshops and activities. Strong focus on HE and also higher and degree apprenticeships.
- The Academy has strong links with many universities, esp those in the Midlands.
- Universities assist with a lot of our sixth form guidance and enrichment, careers fairs, themed weeks and parent UCAS evening

PERSONAL GUIDANCE GBM8

- Students have access to with the on-site impartial career's specialist. Trust Careers Manager can also offer guidance, if required, manly across the Alternative Provision cohort.
- The National Careers Service advertised and promoted to all and links published on the school's website
- Prospects, NCS and other exploration tools are promoted, to enable and support personal research
- Students can access a range of activities throughout the year – ie: Careers Fair, tutor time support, parents' evenings
- Careers opportunities are promoted to parents and governors, to inform and support with progression routes for students
- The academy's Careers Adviser is available during parents' evenings, HE Evenings, Results and Open Days, to offer impartial guidance and support for students.
- Lunch time drop ins are available and students are confident with emailing the careers adviser through the school share point.