



Careers Education, Information, Advice and Guidance

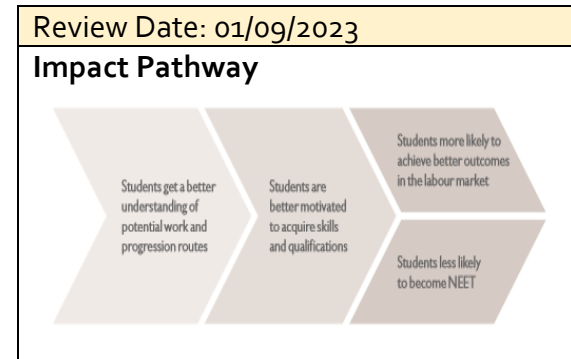


2023-2024



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This document outlines the strategy for careers guidance for all students across Campsmount. It provides a clear framework for students to make informed choices about their future, understand the world of work and what skills are needed and inspire students towards further study. The framework uses the Gatsby Benchmarks from the Gatsby Report on good career guidance in 2014 and maps this across each year group. We have also mapped the activities to the CDI framework for careers, employability and enterprise specifically relating to the 17 areas of learning, and the careers meaningful encounters aspiration. A review was completed in September 2022 using COMPASS which has enabled us to build on best practice and develop student's next steps.



The Benchmarks			Year Group	Action	Led by	Dates	Termly RAG			
							Sum 23	Aut 24	Spr 24	Sum 24
1. A Stable Careers Programme Every school and college should have an embedded programme of career education and guidance that is known and understood by students, parents, teachers, governors and employers.	ALL		1.1 A structured careers programme is published with identified leaders responsible for implementation.	JSL	01/09/10					
			1.2 Careers programme is kept up to date on the website and any activities are published on the website to raise the profile of careers.	JSL/HP/PWI	ongoing					
			1.3 External providers used to enhance programme and add specific skills and experience where necessary. Enterprise activities are delivered by external companies to increase the number of employer encounters per student.	JSL	ongoing					
			1.4 Promotion materials giving advice and guidance are regularly used and displayed around the academy, including posters, TV displays, bookmarks and other resources.	JSL	ongoing					
			1.5 A review of the careers programme is conducted using the COMPASS+ tracking tool every term and the Careers improvement plan is updated accordingly.	JSL/SHA	Periodically, 1 review per term					
			1.6 The Careers programme is integrated with the HEPPSY+ and HEPP programme in order to maximise the impact of and advice that is given to students.	JSL	ongoing					
			1.7 JSL to plan and deliver assemblies to raise awareness of HEPPSY+ and Careers Department.	JSL	Ongoing					
Compass Benchmark	Target	100%								
	Current	100%								

<p>2. <i>Learning from Career and Labour Market Information</i> Every student, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.</p>			ALL	2.1 Labour market information is made available through the START. This is kept up to date and reviewed every term.	JSL	01/09/2022			
			Y7&Y8	2.2 Pixl Character development resources delivered to all students to develop character and employability skills.	JSL	ongoing			
			ALL	2.3 All students have access to START programme for Labour Market Information and to track encounters.	JSL	ongoing			
			Y7-Y9	2.4 Activities relating to profit- and money-making strategies. These enterprise activities will be completed by all KS3 students in RS and Lifeskills.	JSL	ongoing			
Compass Benchmark	Target	100%	ALL	2.5 Careers section of the website is kept up to date with relevant materials.	JSL/PWI	ongoing			
	Current	100%							
The Benchmarks			Year Group	Action	Led by	Dates			
<p>3. <i>Addressing the Needs of Each Student</i> Students have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each student. A school's careers programme should embed equality and diversity considerations throughout.</p>			ALL	3.1 Careers programme which seeks to challenge stereotypical thinking and raise aspirations.	JSL	Ongoing			
			ALL	3.2 Personal guidance interviews are prioritised for SEND/vulnerable/Priority students in all year groups.	JSL/SHA / DC	Ongoing			
			Y11	3.3 All Y11 students have external 1-1 Careers guidance with level 6+ Careers Advisor	JSL/DC	Ongoing			
			Y13	3.4 All Y13 students have external 1-1 Careers guidance with level 6+ Careers Advisor	JSL/DC	Ongoing			
			ALL	3.6 Launch START to track careers events and guidance. Link START to COMPASS.	JSL	Ongoing			
			ALL	3.7 Use the range of effective student data to target careers advice and influence career aspirations and targets.	JSL	Ongoing			
			ALL	3.8 Students keep details of careers activities and IAG on START to ensure they are aware of advice given and choices made.	JSL	Ongoing			
			Y10-Y13	3.9 Every student in KS4 and KS5 will have at least 1 business visit or 1 higher education visit based on their desired career path. These could be virtual or Face to Face.	JSL	Ongoing			
			Y7-Y11	3.10 Content delivered on Drop Down days Y7 – STEM Activity Day Y8 – Doncaster Innovate Challenge Y9 – Employability Skills Workshop Y10 – Mock Interviews, Doncaster LIVE Y11 – Careers, HE and Apprenticeship fair	JSL	Ongoing			
Compass Benchmark	Target	100%							
	Current	100%							

<p>4. <i>Linking Curriculum Learning to Careers</i> All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.</p>			Y7-Y9	4.1 All students in KS3 to experience 3 CAP days throughout the year (Employability Skills, Routes into higher education, Careers) to explore subject specific careers.	JSL	ongoing			
			Y7-Y9	4.2 Science to take a lead role in STEM development and link to careers.	LKY	Ongoing			
			Y7-Y9	4.3 Audit careers related learning within curriculum subjects and map this learning within KS3. Particularly with a focus on RS and Life Skills.	JSL	Ongoing			
			ALL	4.4 Each faculty area to have a display/poster relating to careers within this area.	HOF	Ongoing			
			ALL	4.5 Students to develop Character, Social Awareness, Employability Skills and current event awareness through assemblies and ASPIRE time activities. (See ASPIRE delivery plan).	JSL				
Compass Benchmark	Target	100%	ALL	4.CPD relating to careers to be signposted to all staff.	JSL	Ongoing			
	Current	100%	Y7-Y9	4.7 STEM club to be organised by LKY to inspire students to enter STEM Careers.	JSL	Ongoing			
<p>5. <i>Encounters with Employers and Employees</i> Every student should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.</p>			ALL	5.1 Assembly activities delivered by external parties. These external visitors are from the local area so are potential employers.	JSL	Ongoing			
			Y10	5.2 Doncaster careers Fair visit with effective pre and post learning activities.	DC	Ongoing			
			Y10 & Y12	5.4 Plan KS4 Business visits /virtual encounters with employers.	JSL	Ongoing			
Compass Benchmark	Target	100%	ALL	5.6 All students to have access to careers videos provided by Opportunities Doncaster to focus on current and past apprentices in Doncaster. Made it in Doncaster.	JSL	Ongoing			
	Current	100%							

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							Sum 23	Aut 23	Spr 24	Sum 24
6. <i>Experiences of Workplaces</i> Every student should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.			Y10-Y11	6.1 Plan KS4 Business visits/work experience for KS4. Make career links with local businesses.	JSL	Ongoing				
			ALL	6.2 Employer encounters to be tracked using the high quality employer encounters tracking sheet.	JSL	Ongoing				
			POST 16	6.1 All students within Post 16 will take part in independently organised work experience by the end of Year 12 either face to face or virtually.	DH/NWI	Ongoing				
			Y10-Y11	6.2 All students will complete a workplace experience visit / virtual visit by the end of year 11, including either, work experience, virtual work experience, work shadowing or workplace visit, according to individual needs analysis.	JSL	July 2024				
			Y10-Y11	6.3 All workplace experience should have pre and post activity briefings and evaluations.	JSL	Ongoing				
			ALL	6.4 Career – related volunteering and citizenship to be encouraged across the Academy, particularly linking to character development and DoFE.	JSL/CBT	Ongoing				
Comp ass Benc hmar k	Target	100%	Y11 + POST 16	6.5 HODs / HOFs promoted to plan subject specific trips and visits. Visits to be tracked on Subjects specific trips and visits tracking document.	JSL/ HOD/ HOF	Ongoing				
	Current	87%								
7. <i>Encounters with Further and Higher Education</i> All students should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.			9,10,11	7.2 'Discover Us' programme is implemented effectively into Academy to promote University to 'disadvantaged' students.	AM	Ongoing				
			Post 16	7.3 All Sixth Form students considering UCAS applications to make at least two university visits. (Virtual or Face to Face)	DH	Ongoing				
			10, 11	7.4 Promotion and attendance at Doncaster Apprenticeships Fair with linked Apprenticeships literature distributed.	DH	Ongoing				
			10, 11	7.5 All students given information regarding different Post 16 providers including meetings with them at Regional Careers Fair.	JSL	Ongoing				
			9-13	7.6 HEPPSY session to be arranged for y10-Y13 during ASPIRE time.	JSL	Ongoing				
Comp ass	Current Target	100% 100%	Post 16	7.7 Arrange Nuffield Research Placement Activity for Y12 and Y13 where appropriate.	JSL/DH/N WI					
				7.8 Develop Alumni network	DH	Ongoing				

Benchmark		Y9-Y13	All students invited to CAP (careers and progression evening) to have access to a range of higher education providers and training providers as per the Baker Clause.	DH/JSL	Ongoing			
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The Benchmarks	Year Group	Action	Led by	Dates	Termly RAG			
					Sum 23	Aut 23	Spr 24	Sum 24
8. <i>Personal Guidance</i> Every student should have opportunities for guidance interviews with a career adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all students but should be timed to meet their individual needs.	Post 16	8.1 Every student in Post 16, not considering HE should have a personalised careers interview programme.	JSL/DC	Ongoing				
	Post 16	8.2 Every student in Post 16 considering HE should have a UCAS related personalised support programme.	DH, NWI and Post 16 tutors	Ongoing				
	11, 13	8.3b Every student will have a careers guidance interview according to the individual's needs. This will be externally provided by Doncaster Chamber.	JSL/DC	Ongoing				
	9, 10	8.4 All of Year 10 students will have a personal guidance meeting regarding future plans and personal pathway.	JSL/SHA	Ongoing				
	11	8.5 Any student highlighted that requires additional guidance will have a meeting with the HEPA Level 7 careers advisor	DH/SHA/JSL	Ongoing				
	11 / Post 16	8.6 May return completed and returned to DMBC relating to both Year 11 and Post 16, student intended destinations.	JSL/LAR	May 2023				
	11 / Post 16	8.7 September guarantee completed and returned to DMBC relating to actual destinations and NOR for Campsmount.	JSL/LAR	September 2023				
	11 / Post 16	8.8 October Activity Survey completed and returned to DMBC relating to destination of all Year 11 and Year 13 students including chasing up of unknowns and potential NEET's.	JSL/LAR/DH	October 2020				
Compass Benchmark	Target	100%						
	Current	100%						

- OD – Opportunities Doncaster