



Careers Education, Information, Advice and Guidance

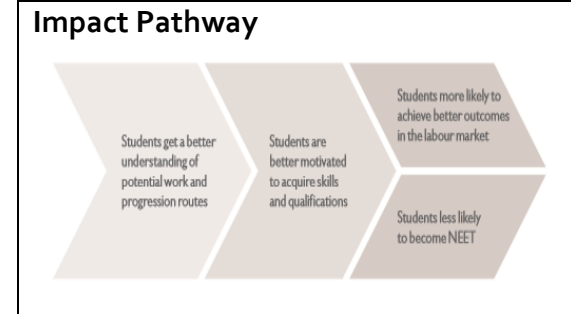


2021-2022

Date: 01/09/2021	Author/Lead: CBT	Key Staff: JSL & SHA	Link Governor:
------------------	------------------	----------------------	----------------

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 July 2020 using COMPASS which has enabled us to build on best practice and develop student's next steps.

Review Date: 01/09/2022



The Benchmarks			Year Group	Action	Led by	Dates
<p>1. <i>A Stable Careers Programme</i> 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.</p>			ALL	1.1 A structured careers programme is published with identified leaders responsible for implementation.	JSL	01/09/2021
				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/CBT/HP	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/SHA	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. The base for this is the area outside the HEPPSY+ office.	JSL/SHA	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+ 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	94%				
2. <i>Learning from Career and Labour Market Information</i>			ALL	2.1 Labour market information is made available through the website and in the future education Hub. This is kept up to date and reviewed every term.	JSL	01/09/2021

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.	Y7&Y8	2.2 Pixl Edge Careers programme delivered to all Year 7 and 8 students to understand careers pathways.	CBT	Ongoing		
	ALL	2.3 All students have access to START programme for Labour Market Information.	SHA	Ongoing		
	Y7-Y9	2.4 ASPIRE Day – Enterprise activities relating to profit and money making strategies. These enterprise activities will be completed by all KS3 students.	JSL			
Compass Benchmark	Target	100%	ALL	2.5 Careers section of the website is kept up to date with relevant materials. A parental booklet is produced and sent home to parents detailing the careers programme and what is available to students.	JSL/CBT	Ongoing
	Current	100%				
The Benchmarks		Year Group	Action	Led by	Dates	
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.		ALL	3.1 Careers programme which seeks to challenge stereotypical thinking and raise aspirations.	JSL	July 2021	
		ALL	3.2 Personal guidance interviews are prioritised for SEND/vulnerable/Priority students in all year groups.	JSL/SHA	Ongoing	
		ALL	3.3 Evaluate and improve the recording and tracking system for careers and higher education advice.	JSL	Ongoing	
		ALL	3.4 Use the range of effective student data to target careers advice and influence career aspirations and targets.	JSL	Ongoing	
		ALL	3.5 Students keep details of careers activities and IAG to ensure they are aware of advice given and choices made.	JSL	Ongoing	
		Y10-Y13	3.5 Every student in KS4 and KS5 will have at least 1 business visit or 1 higher education visit based on their desired career path.	JSL	Ongoing	
		Y7-Y11	3.6 Content delivered on Aspire Days: Y7 – Doncaster Innovation Challenge Y8 – Doncaster Innovation Challenge Y9 – Employer delivered Workshop – Opportunities Doncaster	JSL	Ongoing	
Compass Benchmark	Target	100%	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
	Current	90%				
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.		Y7-Y9	4.2 Science to take a lead role in STEM development and link to careers.	PWI	Ongoing	
		Y7-Y9	4.3 Audit careers related learning within curriculum subjects and map this learning within KS3.	JSL	Ongoing	
		ALL	4.4 Each faculty area to have a display/poster relating to careers within this area.	HOF/SHA	Ongoing	

Compass Benchmark	Target	100%	ALL	4.5 CPD relating to careers to be signposted to all staff.	JSL	Ongoing
	Current		Y7-Y9	4.6 STEM club to be organised by PWI 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>			Y7-Y9	5.1 ASPIRE Day 3 – Wider world day. All KS3 year groups complete enterprise activities delivered by potential employers.	JSL	February 2022
			ALL	5.2 Doncaster careers Fair visit with effective pre and post learning activities.	OD	February 2022
			Y10-Y11	5.4 Plan KS4 Business visits /virtual encounters with employers.	JSL	Ongoing
Compass Benchmark	Target	100%	ALL	5.5 High Quality Employer encounters to be tracked using the high quality employer encounters tracking sheet.	JSL	Ongoing
	Current	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.	JSL	Ongoing

The Benchmarks			Year Group	Action	Led by	Dates
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	6.2b 2017-18 All students will complete a workplace experience visit / virtual visit by the end of year 11, including either, work experience, work shadowing or workplace visit, according to individual needs analysis.	JSL	July 2022
			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 The Edge and DofE.	JSL/CBT	Ongoing
Compass Benchmark	Target	100%	Y11 + POST 16	Subject specific visit to NASA	AMK	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.	OD	Ongoing
			9-13	7.6 HEPPSY session to be arranged for y9-Y13 on ASPIRE Days.	JSL	Ongoing
			Post 16	7.7 Arrange Nuffield Research Placement Activity for Y12 and Y13	JSL/DH	Ongoing
				7.8 Develop Alumni network	CBT/DH	Ongoing
Compass Benchmark	Current Target	100% 100%	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.	JSL/DH	Ongoing

The Benchmarks			Year Group	Action	Led by	Dates
<p>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.</p>			Post 16	8.1 Every student in Post 16, not considering HE should have a personalised careers interview programme.	DH/SHA	Ongoing
			Post 16	8.2 Every student in Post 16 considering HE should have a UCAS related personalised support programme.	DH and Post 16 tutors	Ongoing
			11	8.3b Every student will have a careers guidance interview according to the individual's needs. This will either by 1:1, small group or with careers professional or similar with more appropriate persons (e.g. SLT, Post 16 Lead, Governor with business experience).	CGS/SHA/JSL/SLT	Ongoing
			10	8.4 All of Year 10 students will have a personal guidance meeting regarding future plans and personal pathway.	CBT/JSL/SHA	Ongoing
			11	8.5 Any student highlighted that requires additional guidance will have a meeting with the HEPA Level 7 careers advisor (Sonia Hardwick)	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 2022
			11 / Post 16	8.7 September guarantee completed and returned to DMBC relating to actual destinations and NOR for Campsmount.	JSL/LAR	September 2021
			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