



**CAISTOR
YARBOROUGH
ACADEMY**

Caistor Yarborough Academy Strategic Careers Plan 2020-2021

Career Leader Name – Ben Curtis

Date Strategic Careers Plan created: May 2020

Join us on our journey....

<p style="text-align: center;">STRENGTHS</p> <p>Links established with Local Enterprise Partners – Humber LEP and Lincolnshire LEP Plans established with local business community in preparation for greater opportunities for students – e.g. Workwise Day Successful visits already established to local FE Providers – Sixth Forms, Grimsby Institute and Franklin College School has successfully ensured all Y11 students reach desired Post 16 destinations in 2018 and 2019.</p>	<p style="text-align: center;">WEAKNESSES</p> <p>Careers not yet established clearly in KS3 & KS4 Curriculum – there is no capacity at present for the Academy to track student experiences across KS3 & KS4 & limited capacity to provide specific 1:1 information and guidance There is only basic provision for Careers according to Gatsby benchmarks Students do not have regular access to Careers information, employers or work places Parents are not engaged and only briefly informed around the Careers program provided by the school</p>
<p style="text-align: center;">OPPORTUNITIES</p> <p>Links now established with local business community to improve aspects of Benchmark 7 – student exposure to employers Proposed use of Careers Online Platform would allow Academy to effectively track Careers provision for every student and allow Progress Leads to provide specific and meaningful guidance to all students Funding streams from Humber Outreach Program (HOP) and LinChiger allow greater provision for FE and HE Visits along with visits to workplaces and guest speakers</p>	<p style="text-align: center;">THREATS</p> <p>Staff engagement – where engagement is poor or limited, students will not get best out of new program Funding streams cease in future, meaning use of Careers Online platform ceases or costs solely met by Academy Impact of Covid-19 on local economy – reduction in number of local businesses willing to create partnerships with the Academy Impact of Covid-19 on opportunities for FE/HE visits Pressures on Curriculum time may limit Careers opportunities for students – notably in Y11 due to lost teaching during lockdown closure</p>
<p>Key priority/action areas from SWOT:</p> <ul style="list-style-type: none"> • Establish Careers Program across KS3 & KS4 utilising Tutor Time, Assemblies, KS3 PSHE Teaching time and Academy Drop Down Days • Implementation of Online Careers Platform to effectively track student Careers experiences and support Priority 1 through resources • Re-establish links with local business community through Business Breakfast event to then plan for Year group and Whole Academy events • Improve Parent Engagement in Careers provision within the Academy through Parent Pledge • To further develop opportunities for students to experience FE/HE providers and improved access to Workplaces through visits/virtual tours. 	

Vision

All students are empowered to make informed decisions around Career choices in order to be fully prepared for their progression into Post 16 education and future workplaces.

Key Strategic Objectives

1	Develop effective and robust Careers Policy and Annual Program to improve provision for students within the Academy including specific Careers curriculum time and Careers links within subject lessons
2	Implement Online Careers Platform through Careers Lead, Progress Managers and Form Tutors
3	Re-establish links with local business community in order to improve provision for Gatsby Benchmark 7 – exposure to employers and industries – building towards Workwise Day for whole school July 2021
4	Improve parental engagement with Careers program through Parent Pledge – create opportunities for Parents to support curriculum through visits
5	Further develop opportunities for students to experience FE/HE providers through HOP and LinHigher partnerships – raising aspirations of students in the Academy

Destination Data

Destination	2016	2017	2018	2019
Education				
Employment				
NEET Available				
NEET Not Available				
Training				
Unknown				

Strategic Careers Plan - Academic Year: 2020-21

Objectives <i>“What are the problems you are trying to solve?”</i>	Actions, including CPD <i>“What would solve the problem?”</i>	Responsible <i>“Who is responsible for each action?”</i>	Time <i>“When do you aim to have this completed by?”</i>	Outcomes <i>“What would success look like?”</i>	Progress
Develop effective and robust Careers Policy and Annual Program to improve provision for students within the Academy including specific Careers curriculum time and Careers links within subject lessons	<ul style="list-style-type: none"> - Create Annual overview for Y7-Y11 outlining key events and dates for each year group (use of Unifrog overview) - Develop Schemes of Learning for Y7, Y8 and Y9 PSHE Teaching time – liaise with Progress Leads and PSHE Association Framework for specific Careers focus for each KS3 Year group - Use of Careers Themes per half term to help structure Assembly and Form Time Activities 	BCur/JBig Progress Leads – Ktin/KBro/DCou/BE dl/ELyn Faculty Leads	Phase 1 – September 2020 – January 2021 Phase 2 – January 2021 – April 2021 Phase 3 – April 2021 – July 2021	<ul style="list-style-type: none"> - Each year group has a plan which meets all 8 benchmarks of the Gatsby plan - Improved Careers Plan and other documentation is published on Academy website. - Schemes of Work for Y7-Y9 are embedded, well-resourced and engaging for students - The Academy can clearly highlight it is meeting Statutory guidelines from the DfE on Careers. - Students have opportunities to learn how STEM and other subjects create foundations for entry into a range of careers 	

				- Assemblies and Form Time is used effectively and meaningfully to develop student knowledge around Career options	
Implement Online Careers Platform through Careers Lead, Progress Managers and Form Tutors	<ul style="list-style-type: none"> - Phased introduction of Online Careers Platform - Training to be given to specific Staff to develop understanding of platform - BCur & Progress Leads to use Online Careers Platform to help structure annual Careers plan for each year group - BCur & PSHE Team to use Online Careers Platform & PSHE Association to develop & resource KS3 SoLs for PSHE Teachign Time 	<p style="text-align: center;">BCur Progress Leads Form Tutors</p>	<p>Phase 1 – Y11 – October 2020</p> <p>Phase 2 – Y10 – December 2020</p> <p>Phase 3 – KS3 – January 2021</p>	<ul style="list-style-type: none"> - Academy is able to utilise Unifrog platform to successfully meet Gatsby Benchmarks – notably Benchmark 2 – students have accessed information about career paths and the labour market - Progress Leads are able to support students on Careers choices through 1:1 discussions and utilise information stored on Online Careers Platform - Students are empowered to research and investigate Career routes and information independently - Improved use of Tutor Time slots to built knowledge and understanding of Career routes and knowledge of industries through range of online resources and activities 	
Re-establish links with local business community in order to improve provision for Gatsby Benchmark 7 – exposure to employers and industries – building	<ul style="list-style-type: none"> - BCur to liaise with Alex Nightingale & Fiona Hedridge to identify potential businesses to work with Academy - BCur to contact businesses & invite to Business Breakfast 	BCur	<p>Business Breakfast Meeting – November 2020</p> <p>Internal Plan involving Encounters with</p>	<ul style="list-style-type: none"> - Academy is able to more effectively meet Gatsby Benchmarks 5 & 6 through workplace interactions and visits - Increased provision of workshops - Students gain increased knowledge and understanding of how different 	

<p>towards Workwise Day for whole school July 2021</p>	<ul style="list-style-type: none"> - Business Breakfast used to encourage businesses to sign up to Academy Pledge – Bronze/Silber/Gold to establish level of support businesses can provide - BCur to liaise with businesses over Assembly points, Workshops for specific groups and Workwise Day 		<p>Employers ready by January 2021</p> <p>Workwise Day to take place in July 2021</p>	<p>industries and sectors operate, thus allowing more informed career and FE/HE choices and decisions</p>	
<p>Improve parental engagement with Careers program through Parent Pledge – create opportunities for Parents to support curriculum through visits</p>	<ul style="list-style-type: none"> - BCur to organise Parent Pledge letters to be sent out through September 2020 & database of parental businesses and support collated by November 2021 - Parents involved indicate level of support they can offer – similar to Business pledge in Objective 3. - BCur to liaise with parents over Assembly points, Workshops for specific groups and Workwise Day 	<p>BCur</p>	<p>Parent Pledge letters sent out by October 2020</p> <p>Replies from parents & database collated by November 2020</p> <p>Internal Plan involving Encounters with Employers ready by January 2021</p>	<ul style="list-style-type: none"> - Academy is able to more effectively meet Gatsby Benchmarks 5 & 6 through workplace interactions and visits - Students gain increased knowledge and understanding of how different industries and sectors operate, thus allowing more informed career and FE/HE choices and decisions 	
<p>Further develop opportunities for students to experience FE/HE providers through HOP and LinHigher partnerships – raising aspirations of students in the Academy</p>	<ul style="list-style-type: none"> - BCur to liaise with LinHigher & BGU to set up opportunities for FE/HE Visits & identify funding streams - BEDI to liaise with Grimsby Institute and Franklin College regarding visits/taster days - BCur/KTin to liaise with HOP over school workshops and identify funding streams - BCur to liaise with Universities regarding opportunities for Year group visits and 	<p>BCur/BEdI/KTin</p>	<p>Partnership with LinHigher established May 2020</p> <p>Funding requests submitted to HOP & LinHigher by July 2020</p> <p>Plans for Workshops and external FE/HE visits created by September 2020</p>	<ul style="list-style-type: none"> - Students are increasingly aware of Post 16 provision across the county - Specific groups of students are targeted for University visits to improve knowledge and understanding around University education – both within Lincolnshire and the wider country - Specific groups of students are targeted for Apprenticeships and Vocational Education routes across the county 	

	workshops in school for targeted student groups (Y9-Y11)			- Aspirations are raised – challenging stereotypes in local area – e.g. “University isn’t for you!”	
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Evaluation of Current Careers Plan vs. Gatsby Benchmarks

Gatsby Benchmark	Where we are/What we have done	Areas to Develop
Benchmark 1 – A Stable Careers Program	<ul style="list-style-type: none"> - Careers Annual Plan/Program – Published on website in agreement with Governors & SLT - External Visits across Key Stage 3 and Key Stage 4 to University - JGas has completed Careers Diploma allowing JGas to be Careers Leader for Caistor Yarborough Academy - Governor Link established - Presentation to SLT November 2019 & Areas to Develop in SIP – updated termly. 	<ul style="list-style-type: none"> - Systematic monitoring of Careers Program and opportunities - Spreadsheet for each Year Group – JGas to log what actions have been completed each term – Set up by - Half Termly meeting with BCur/BEI to assess actions and items for each half term - JGas to meet with Alex from Careers Enterprise Company to demonstrate progress made from starting point and initial meeting in July – Quality Assurance through Compass Tool – this is to be completed each term during JGas/BCur meeting

		<ul style="list-style-type: none"> - Evaluation of recent Careers Events – Work Experience Morning and Hull University Visit – Publish Results by November 15th for PSHE - Information on website categorised into students, parents and teachers - Add link to Start Careers – Log In’s created for Y11 students ready for after Mock Exam season - Areas for Development have been identified as part of the SIP – Careers update is provided to Governing Body – Governing Body to carry out audit
Benchmark 2 – Learning from Careers Market Information	<ul style="list-style-type: none"> - September NCOP Visit – Y9 Work Experience Morning - Y11 Assembly Visit – Apprenticeships route - Joint Event completed with Grammar School on Industry Education Evening – opportunities given to Y11, Y10 and Y9 students to attend and meet local employers and businesses 	<ul style="list-style-type: none"> - Develop opportunities for students experience information from employees and businesses regarding the Careers Market - Visit from School Business Governor - Y11s to undertake START program during Term 2 – November to December & beyond - Y10 & Y9 during January and beyond - External visit from Apprenticeships link – Assembly visit Monday 7th October – invite back in during Summer Term for Y10 - Develop opportunity for students to visit local/national careers fair
Benchmark 3 – Addressing the needs of each pupil	<ul style="list-style-type: none"> - We provide a careers program to raise aspirations of all students - Create opportunities for students across all socio-economic backgrounds to undertake University and Colleges for future aspirations - Challenge stereotypical thinking in terms of Gender through the PSHE program & external visits from Women in Science Ambassador - Collect and maintain destination data for Y11 leavers - Positively Mad company used to develop 	<ul style="list-style-type: none"> - Keep systematic records of Career Opportunities – Spreadsheet – Use of Survey Monkey and Questionnaires - Develop opportunities for students to keep an accurate record of their careers experiences – develop for 2020-2021 Student Planner – Careers & Enrichment opportunities - For 2019-20

<p>Benchmark 4 - Linking Curriculum Learning to Careers</p>	<ul style="list-style-type: none"> - Development of PSHE Curriculum to provide links to Employment Opportunities 	<ul style="list-style-type: none"> - Develop Careers Day where subjects deal with Career opportunities relating to subjects – Aim for 3 days per year to ensure all students are able to experience opportunities to research and learn about careers linked to school subjects - PSHE Curriculum - Thursday 14th February - April 2020 TBC - July 2020 TBC
<p>Benchmark 5 – Encounters with Employers/Employees</p>	<ul style="list-style-type: none"> - One child selected to attend National Dentistry Workshop ran by Lincolnshire County Council – selected from all schools - Joint Event completed with Grammar School on Industry Education Evening – opportunities given to Y11, Y10 and Y9 students to attend and meet local employers and businesses 	<ul style="list-style-type: none"> - Create one meaningful opportunity for students to engage with employers – increase provision through attending local careers fair or events - University visits organised with focus on key areas of industry e.g. Health & Social Care – 19 students visiting Lincoln University - NCOP Visit to University - Visit from owner of a Dental Practice to speak about Careers Dentistry - CYA has joined local Confident Choices program with other local Schools to provide Careers opportunities
<p>Bench 6 – Experiences of the Workplace – all students have had an opportunity to see the workplace</p>	<ul style="list-style-type: none"> - Nothing achieved to date 	<ul style="list-style-type: none"> - Provide opportunity for students to organise own Work Experience placement – Y10 Summer Term – Date TBC - Develop in school opportunities for Y0 students who remain in school
<p>Benchmark 7 – Encounters with Further Education providers</p>	<ul style="list-style-type: none"> - Y10 students visit both Franklin College and Grimsby Institute in Summer Term - Speakers from John Leggot College, Grimsby Franklin, Grimsby Institute & Apprenticeship Schools Link visit each Academic Year for Y10/Y11 - 6th Form Link with Caistor Grammar School – present at Y11 Parents Evening - Y9 NCOP Visit to Hull University plus Y9 Work Experience Morning run by NCOP 	<ul style="list-style-type: none"> - Provide information on full range Apprenticeship sand FE Courses and Opportunities via a display board within the School - Regular opportunities to meet with School Careers Advisor

	<ul style="list-style-type: none"> - Y7 University Visit to Hull - Y10 – Selected students visiting Lincoln University – 19 	
Benchmark 8 – Personal Guidance	<ul style="list-style-type: none"> - 2018-19 – Approx. 50% of students had access to Careers Interview/Advice with trained Careers professional 	<ul style="list-style-type: none"> - Discussion of whether JGas is used from 2019-20 and beyond to conduct Careers interviews OR use of external company at £25 per student (£20 if PP Student)