

Acle Academy Careers Strategy and Plan 2021-2022

Careers Responsibilities

Careers Lead – C Skarin, Assistant principal

Director of Progress – J Sayce

Career Coordinator – Position currently not filled

SEND0- L Frary

Careers Councillor – Mrs S Wiltshire

Purpose and Aim of Careers Education at Acle Academy

Acle Academy is fully committed to ensuring that all of our students acquire the skills, knowledge and attitudes to manage their learning and career aspirations. Ultimately, we work towards them becoming independent and secure students, at Acle Academy we believe that good provision of CEIAG is fundamental in helping young people to reach their potential, broaden horizons, and explore their own career aspiration and to be ambitious. Equipping our young people to leave school and move successfully in to further education, employment or training has always held high priority at Acle.

Our careers programme provides high quality advice and guidance through the taught curriculum in Character and Culture lessons, via assemblies, focused drop down days and via the tutor programme. We recognise the importance of students developing strong interpersonal and communication skills; including that of oracy, as these are vital skills for entering the work place. As part of our careers programme we aim to develop our students' cultural capital in order to enable social mobility and for them not to be disadvantaged by social situations. We seek to inform students and parents of current labour market information and to provide them with knowledge of the choices available to their children.

Students' progress from Acle Academy to a range of destinations. We respect the right of students to choose from a range of pathways. We actively seek to ensure that students have high aspirations and that guidance is impartial and tailored to individual needs. . The school works closely with Matrix accredited education business partnership and careers guidance provider Beacon East to provide, encounters with employers, and independent and impartial careers advice to students. One-to-one careers advice interviews are offered to all students in year 11, where they will receive impartial advice and guidance with regards to careers choices and post 16 options available.

The Department for Education's Careers Strategy was published in December 2017. It set out a series of measures to improve careers guidance in England, including new benchmarks for careers education and the requirement for a named Careers Leader in every school. Acle Academy's Careers leader is Ms C Skarin, who is committed to providing a comprehensive programme of careers education from years 7 to 11, which meets the eight Gatsby Benchmarks for career guidance:

- 1) A stable careers programme.
- 2) Learning from career and labour market information.
- 3) Addressing the need of each pupil.
- 4) Linking curriculum learning to careers.
- 5) Encounters with employers and employees.
- 6) Experiences of workplaces.
- 7) Encounters with further and higher education.
- 8) Personal guidance.

We adhere to the Department for Education statutory guidance, 'Careers guidance and access for education and training providers' (DfE, October 2018) which stipulates that all schools must allow other education providers access and that we must publish and provider access policy.

Entitlement

Through a planned programme of activities, Careers Education, Information Advice and Guidance and employability skills, Acle Academy seeks to equip our students with the knowledge and skills they need to make informed decisions about their future. The focus is on career and options choices, exposure to current labour market information, raising aspirations and achievement of students, alongside equipping them with the skills, attitudes acknowledge and understanding that they will need for managing their careers and learning.

Students are entitled to CEIAG which meets professional standards of practice and is both personalised and impartial. The programme is structured to meet the Gatsby Benchmarks of good careers education, raise aspirations, challenge stereotyping, and promote equality and diversity. CEIAG at Acle Academy aims to provide students with the skills, knowledge and understanding to support the 3 core aims of the CDI framework for careers, employability and enterprise education:

- Developing yourself through careers, employability, and enterprise education
- Learning about careers and the world of work.
- Developing your careers management and employability skills.

External Partnerships – Providers. The Baker Clause Statement

A range of external provider are invited into school to support the careers programme. These might include local colleges, universities, training providers, apprentices' organisations, employers, school alumni, or staff from various projects. We are happy to consider requests from training, apprenticeships and vocational education providers. (Please see further information in our Careers Provider Access Statement available on the school website) Acle Academy is proactively seeking to build further relationships with these partners as we plan and develop our CEIAG programme to ensure that providers have multiple opportunities to speak to students and parents across the years.

Opportunities for providers to speak with students may include school assemblies, employer and provider engagement events or via curriculum invitations. In the first instance request by providers should be sent to the Academy's careers Lead Ms C Skarin cskarin@acle.norfolk.sch.uk All requests will be considered on the basis of; staffing availability to support the event, clashes with other planned events, trips or visits, interruption to preparation for examinations or rooming and space availability to host the event.

Equal Opportunities

The academy is keen to promote equal opportunities, challenge stereotypes and address limiting beliefs. All students can access advice, and guidance tailored to their needs, with support to explore options that suit their preferences, skills and strengths. The careers coordinator works closely with the

SENDCO on early identification of students requiring additional support. Pupils with SENBD need follow the same programme of careers ad their peers, with adaptation and support from the SEND team where appropriate. The SENDCO will meet with parents/carers to discuss option suitability where an individual need is likely to have an impact on choices made during the option process. The SENDCO will support with work experience placements, ensuring that providers are aware of individual needs, in order to promote a positive experience.

Monitoring, Review, Evaluation of CEIAG

We use our destination data as a measure of the success of the school's Career Guidance Success. We also assess our careers programme regularly against Gatsby Bench Marks, this is the quality standard of Career Guidance. The Gatsby benchmarks are laid out below. We evaluate our careers provision using the "Compass" tool provided by the Careers and Enterprise Company. Compass helps you understand how your institution's careers education and guidance compares to the best practice set out in the Gatsby Charitable Foundation's Good Career Guidance Benchmarks. The Gatsby framework provides guidance for schools and colleges in improving their careers provision.

Please find a link to our current provision Compass+ evaluation on our website.