



**SKEGNESS ACADEMY**

# **3 YEAR CAREERS STRATEGY 2019-2022**



**Careers & Employability**  
SKEGNESS ACADEMY

## Overview

LONG TERM PLAN (SEPTEMBER 2019 - AUGUST 2022)			
Priority	Overview	Strategic Lead	
1	<b><i>Develop the Careers in the Curriculum framework</i></b>	As part of this priority, we will appoint Career Champion in each faculty who will support the Careers Lead to create a framework that fits all faculties and incorporates the CDI, LMI, apprenticeships, HE and FE. The planning within the curriculum will support the development of both hard and soft skills and promote the application of these skills into the National Curriculum. The Careers Lead will devise a 'Pathways to Success' programme that support the options process to support pupils to make informed decisions on their option choices.	L Oldfield L Tyler
2	<b><i>Promote Employer Engagement across all areas of the Academy</i></b>	The successful Year 12 Work Experience programme will be implemented into Year 10 and 'Work Insight Moments' will become part of the expectations of trips and visits. Pupils will be required to complete a specific task around careers and futures on all trips and visits they participate in. As part of the curriculum development priority, we aim to increase the number of meaningful engagements with employers through lessons to strengthen the link between careers and the National Curriculum. Careers Champions will look at where there are opportunities to engage employers with the curriculum and include this in their Curriculum Plans within the mid and long term planning section. Year 12 Work Experience will continue to develop and improve and will be shared as an area of good practice within GAT and through the Confident Choices agenda.	L Oldfield L Tyler
3	<b><i>Introduce and embed an effective Alumni network</i></b>	The SKA website will continue to be developed, updated and made interactive to encourage higher numbers of views. There will be a specific area developed to promote the emerging Alumni Network initiative which will allow ex pupils to maintain relations with SKA. The SLT for Careers will continue to develop the idea of having more social media representation especially through Facebook and the Careers Lead will continue to develop links and collaborate with more HE and FE providers, especially ones further afield and Russell Group Universities. The Careers Lead will build a wider network of ex pupils and students who have gone to a diverse range of destinations to raise aspirations of all pupils and promote varied (local and national) destinations to support our current pupils.	L Oldfield L Tyler

**PRIORITY 1: Develop the Careers in the Curriculum framework**

**Member of staff responsible: L Oldfield & L Tyler**

Core Aim & Person(s) Responsible	Implementation	By when	Desired Impact August 2020	Desired Impact August 2021	Desired Impact August 2022
<p><b><i>Appoint a Career Champion for each faculty.</i></b></p> <p>LOL / LTY</p>	<ul style="list-style-type: none"> <li>All staff to attend CPD session on Careers, the Gatsby Benchmarks and the new Ofsted Framework's expectation of Careers provision in schools.</li> <li>All faculties to appoint a Careers Champion for their faculty.</li> </ul>	<p>October half term 2019</p>	<p>Each faculty has a Careers Champion in place who have supported with the development of the Careers in the Curriculum scheme of work.</p> <p>Each faculty has a dedicated area of their Curriculum Plan for Gatsby Benchmarks compliance.</p>	<p>Careers Champions have completed internal and external CPD to strengthen their role and have carried out QA of their faculty and implemented new initiatives.</p>	<p>Careers Champions have full ownership of the Careers in the Curriculum scheme of work and it is fully embedded across all year groups. The Careers Lead quality assures the Career Champion who in turn quality assures the provision within the faculty.</p>
<p><b><i>Introduce a Careers in the Curriculum scheme of work.</i></b></p> <p>LOL/ LTY</p>	<ul style="list-style-type: none"> <li>LTY and LOL to produce a termly scheme of work in line with the CDI framework and is contextualised to SKA.</li> <li>Each year group to have an appropriate scheme of work that is bespoke to their age group.</li> <li>The be delivered in 1 period of tutor time per week.</li> <li>LTY to quality assure the delivery and work produced.</li> </ul>	<p>January 2020</p>	<p>Each year group has a personalised scheme of work to follow in tutor time.</p> <p>Careers Champions work with the Careers Lead to introduce careers moments and experiences at least once within each faculty area per year group.</p>	<p>Careers Champions work with the Careers Lead to embed careers moments and experiences within each faculty area per year group to ensure that pupils have at least two different experiences per year.</p>	<p>Careers Champions work with the Careers Lead to embed careers moments and experiences within each faculty area per year group to ensure that pupils have a minimum of three different experiences per year.</p>

<p><b>Whole staff CPD throughout the year to embed Careers in the Curriculum</b></p> <p>LTY</p>	<ul style="list-style-type: none"> <li>• Collaboration with Complete Careers to delivery CPD in September introducing the Gatsby Benchmarks and what the role of the teacher is.</li> <li>• Further training session in Term 3 to reflect on the role of the teacher and next steps.</li> </ul>	<p>End of Term 1 – CPD 1</p> <p>End of Term 3 – CPD 2</p>	<p>All staff are aware of the 8 Gatsby Benchmarks and have some understanding of how to include them in their practice.</p>	<p>Careers in the Curriculum framework is fully introduced and delivered consistently across all faculties with all faculties being able to evidence each benchmark.</p>	<p>Careers in the Curriculum framework is embedded and delivered consistently across all faculties with all faculties being able to cover each benchmark fully.</p>
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**PRIORITY 2: Promote Employer Engagement across all areas of the Academy**

**Member of staff responsible: : L Oldfield & L Tyler**

Core Aim & Person(s) Responsible	Implementation	By when	Desired Impact August 2020	Desired Impact August 2021	Desired Impact August 2022
<p><b><i>Be an effective lead school as part of the Confident Choices agenda</i></b></p> <p>LTY</p>	<ul style="list-style-type: none"> <li>• Share knowledge and skills through cluster meetings.</li> <li>• Careers Lead to share evidence of good practice for work experience with the cluster.</li> <li>• Each Careers Lead to visit each other's school to share strategies and initiatives.</li> </ul>	<p>On going</p>	<p>All Careers Leads visit SKA and a shared strategy has been developed to promote Careers provision in school. All schools within the Cluster implement LTY's Work Experience programme.</p>	<p>If the Confident Choices network ends after the 1 year then continue to build a network of Lincolnshire based Careers Lead to share ideas and develop collective planning of provision.</p>	<p>Continue to build a network of Careers Leads who share resources and carry out collaborative planning. All schools are fully compliant with national expectations and SKA continues to be a lead school in Lincolnshire for Careers.</p>
<p><b><i>To host a Careers Fair 12 February 2020</i></b></p> <p>LTY</p>	<ul style="list-style-type: none"> <li>• A host of FE, HE, Public Services and local employees to attend a fun and interactive careers Fair at SKA</li> <li>• Invite our local feeder primary school year 6 cohort</li> <li>• All SKA year group have the opportunity to visit the Careers fair</li> <li>• Inspire and inform our students of Post 16 and Post 18 opportunities</li> <li>• Students will complete a careers fair lanyard whilst visiting the careers fair to gain maximum impact.</li> </ul>	<p>February 2020/ On going</p>	<p>Students to be talking about the event positively and remember the engagements they experienced. Build upon current employer relationships for future events</p>	<p>Employers to attend future Career Fairs</p> <p>Employers willing to return to SKA to raise aspirations of SKA students for years to come</p>	<p>To gain deeper relationships with employers whereby they not only attend SKA events but they host workshops for learner groups.</p> <p>Also attend future Career Fairs</p>

<p><b>Develop a structured approach to trips and visits.</b></p> <p>LOL / LTY</p>	<ul style="list-style-type: none"> <li>All careers champions to provide audit of any trip or visits already planned within their faculty</li> <li>LTY to work with the trip leader and the provider to organise a meaningful world of work insight whilst on the field trip</li> </ul>	<p>On going</p>	<p>Students to start developing links with their subject work, to the world of work. Students to realise how many hidden jobs there are behind the common well know jobs for example – Doctor, footballer, singer.</p>	<p>As students become familiar with the varied work insights on trips, their aspirations will raise and students will understand the importance achieving target grades and higher.</p>	<p>Students will develop an understanding for promotional opportunities within the work place and pay structures, as they met employees at different levels within a business. They will be able to relate the levels they achieve in school against the qualifications needed to become successfully in a variety of different industries.</p>
<p><b>Develop a Year 10 Work Experience Programme.</b></p> <p>LTY / HOY10 / DHOY 10</p>	<ul style="list-style-type: none"> <li>Using the audit from the Career Champions on existing trips year 10 will already be attending, links with our enterprise coordinator and adviser and our partnership with Linchigher will be able to form a plethora of informative work insight sessions for all SKA year 10 students</li> <li>Work with the year 10 team to group student interest to run work experience days with larger organisations.</li> </ul>	<p>On going</p>	<p>To implement work insights on already planned trips. Student will learn about all the jobs available to them on site at a field trip.</p>	<p>Using our employer contacts year 10 students in attend a work experience day in large groups with a teacher present. Students will learn more about the world of work from a hands on session rather than a lesson explanation from a teacher.</p>	<p>Enhance the provision for year 10 students to get longer tailor-made work experience sessions.</p>
<p><b>Promote employer engagements through the National Curriculum within the Careers in the Curriculum scheme of work</b></p> <p>LTY / Career Champions</p>	<ul style="list-style-type: none"> <li>See Priority 1 for introduction of the Careers in the Curriculum scheme of work.</li> <li>Careers Lead to support faculties to establish links and networks with key stakeholders within their subject area.</li> </ul>	<p>January 2020</p>	<p>Careers Champions work with the Careers Lead to introduce careers moments and experiences at least once within each faculty area per year group.</p>	<p>Careers Champions work with the Careers Lead to develop careers moments and experiences within each faculty area per year group to ensure that pupils have at least two different experiences per year.</p>	<p>Careers Champions work with the Careers Lead to embed careers moments and experiences within each faculty area per year group to ensure that pupils have a minimum of three different experiences per year.</p>

**PRIORITY 3: Introduce and embed an effective Alumni network**

**Member of staff responsible: : L Oldfield & L Tyler**

Core Aim & Person(s) Responsible	Implementation	By when	Desired Impact August 2020	Desired Impact August 2021	Desired Impact August 2022
<p><b><i>Introduce Alumni assemblies and network</i></b></p> <p>LTY</p>	<ul style="list-style-type: none"> <li>Alumni database is updated at the end of every year</li> <li>Previous SKA students to come back to SKA to inform younger students on Uni life/apprenticeship life and other advantages or disadvantages they have come across in their journey into adulthood since leaving SKA.</li> </ul>	<p>On Going</p>	<p>Continue building a catalogue of willing students who will share experience with the younger students at SKA to inspire them to aim higher.</p>	<p>Continue building a catalogue of willing students who will share experience with the younger students at SKA to inspire them to aim higher.</p> <p>Continue to maintain links with those ex students who have finished University and entered the labour market.</p>	<p>Continue building a catalogue of willing students who will share experience with the younger students at SKA to inspire them to aim higher.</p> <p>Develop Alumni network that includes students who left between 3 and 5 years ago to support the raising aspirations agenda within the Academy.</p>
<p><b><i>Website development to incorporate interactive element</i></b></p> <p>LTY / R McKenzie</p>	<ul style="list-style-type: none"> <li>Update SKA website with any Key Documents</li> <li>Encourage students and parents to use the website for LMI, Apprenticeship, Local growth area and university information</li> <li>Students and parents can make self-referrals for one to one guidance meetings</li> <li>The SKA website should be a one stop shop for all career guidance information related to the provision we offer the students at SKA</li> </ul>	<p>On Going</p>	<p>Receive more referrals from students. Continue to update interactive pages for students to explore in their own time.</p>	<p>Receive more referrals from students and also parents through the online referral system. Continue to update interactive pages for students to explore in their own time.</p>	<p>Both students and parents be aware of the fantastic careers information on the SKA website and increase the number of 'hits' it gets. Continue to update interactive pages for students to explore in their own time. Regular parent and student voice carried out to support the developing and improved provision at SK.</p>

<p><b>Tracking &amp; Monitoring of school leavers</b></p> <p>LTY / KLA / JHU / HOY11 / DHOY11</p>	<ul style="list-style-type: none"> <li>• Maintain an online tracker for meetings, intended destinations and actual destinations for Y11 and 13.</li> <li>• Provide bespoke intervention to potentials NEETs in Year 10.</li> <li>• All Year 8+ to have 1:1 meeting with a trained careers professional.</li> <li>• Year Teams to be more involved with intervention and possible NEET identification.</li> <li>• Set up an interactive Alumni page on the Academy website.</li> <li>• Set up a Facebook page for SKA leavers to keep in touch through.</li> </ul>	<p>On going</p>	<p>Continue to record all meetings with pupils along with their key characteristics to allow for specific identification of potential barriers that impact intended destinations.</p> <p>Fully set up Facebook page that leavers are encouraged to join to stay in touch.</p> <p>L Tyler to arrange for past students to come back and talk to bespoke groups of Y10/11 pupils from a diverse range of destinations.</p>	<p>Alumni network set up with a range of different destinations represented from SKA leavers.</p>	<p>Alumni network full embedded with over 50% of leavers registered from a diverse range of destinations.</p> <p>Students return at least twice a year to provide support, knowledge and guidance on destinations and the importance of maintaining links with their secondary school.</p>
<p><b>Develop links with local FE and HE providers</b></p> <p>LTY</p>	<ul style="list-style-type: none"> <li>• Recently SKA has developed a relationship with Skegness TEC College. In previous years, this has been none existent, which has disadvantaged the students going on to pure vocational pathways of mechanic or hairdressing etc. Building relationships with as many local FE/HE providers as possible, having them attend parent's evenings as well as taking our students on taster days broaden the horizons of students and in return, we will be able to meet the needs of all students.</li> </ul>	<p>On going</p>	<p>Students have the opportunity to visit all local providers and make informed decision on their future.</p>	<p>A positive reputation of SKA students will form in the wide community, which will encourage more providers to work closely with us.</p> <p>Develop links with local Business development groups to provide variety of employer engagements with pupils.</p>	<p>A positive reputation of SKA students will form in the wide community, which will encourage more providers to work closely with us.</p> <p>SKA to have a wide network of employers, educational institutions and training providers that can provide engagements and experience to our pupils.</p>