

Careers Education, Information, Advice and Guidance at The Hazeley Academy 2020 - 2023

Careers Programme at The Hazeley Academy

At The Hazeley Academy we believe that alongside supporting our students to reach their academic potential, the need to develop their Character, Confidence and Creativity is also essential to ensure they leave us as rounded young people who are ready to be successful and happy as they progress along their individual pathways. The careers programme embeds the development of these qualities within the school through targeted events, activities and a holistic approach to our student's education.

This plan outlines a 3-year strategy to achieving excellent careers and pathways education, is a continuation of the 2017 – 2020 plan and builds on the success achieved during this period.

The plan also meets the requirements of the 8 Gatsby Benchmarks and is aligned with both the 5 Dimensions Trust Secondary School Improvement Plan and the Academy Improvement Plan.

The Gatsby Benchmarks are:

1. A stable careers programme
2. Learning from career and Labour Market Information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experience of workplaces
7. Encounters with Further and Higher education
8. Personal Guidance



The Aims of the programme:

- To identify strengths and areas for development in relation to skills attitude and abilities.

- For students to take a proactive approach to their own pathway planning.
- To make timely and informed pathway decisions.
- To prepare our students for success beyond The Hazeley Academy.

Trust Improvement Plan	Overall Aim	Milestone 1 Year 1	Milestone 2 Year 2	Milestone 3 Year 3
Rising together to the rigour of academic challenge	Staff use Magenta principles to link the curriculum to pathways and embed this approach in lesson plans and curriculum maps. Students can link all subjects to different career pathways.	Each subject delivers careers in the curriculum 3 times over the year to each year group All students have the opportunity to meet or hear from local employers to discover how local opportunities relate to their curriculum subjects.	Year 3- Each subject delivers careers in the curriculum 6 times over the year to each year group All students have the opportunity to meet or hear from local employers to discover how local opportunities relate to their curriculum subjects.	Year 5- Each subject delivers careers in the curriculum 9 times over the year to each year group. All students have the opportunity to meet or hear from local employers to discover how local opportunities relate to their curriculum subjects.
Collaborating to ensure a truly holistic education	All students can articulate their career aspirations and how their subjects will support this.	All students in Year 7 can articulate their aspirations. Students in Year 8, 9, 10, 11, 12 and 13 can identify their chosen career path and how their subjects may support this. Students in Year 11, 12 and 13 will be able to identify their next steps for their chosen career path.	All students in Year 7 can articulate their aspirations. Students in Years 8, 9, 10, 11, 12 and 13 can identify their chosen career path and how their subjects may support this Students in Years 10, 11, 12 and 13 will be able to identify their next steps for their chosen career path	All students in Year 7 can articulate their aspirations. Students in Years 8, 9, 10, 11, 12 and 13 can identify their chosen career path and how their subjects may support this Students in Years 8, 9, 10, 11, 12 and 13 will be able to identify their next steps for their chosen career path
Collaborating to ensure a truly holistic education	All students can articulate their career aspirations and the behaviours needed for their chosen pathway	60% of students have a record of their competencies and activities on Unifrog. Unifrog and	80% students have a record of their competencies and activities and can explain how these will support	100% students have a record of their competencies and activities and can explain how these

	understanding the importance of Character, Confidence and Creativity.	pathways are promoted at all parent information evenings.	their career aspirations on Unifrog. 50% of parents are reporting having spoken to and engaged with their students about their career pathways.	will support their career aspirations on Unifrog. 75% parents are reporting having spoken to and engaged with their students about their career pathways.
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A High Performing environment for staff	All staff are confident to discuss career pathways with students. CPD opportunities are available to staff to increase their pathways knowledge.	All SLT, PLs and R2L are trained to have careers/pathways conversations	All HOS and PLS are trained to have careers/pathways conversations	All staff are trained to have careers/pathways conversations
Rising Together to the Rigour of Academic Challenge	All students will have both a safe and aspirational career pathway that is clearly linked to their academic progress. Staff are aware of how academic attainment links with pathway planning and articulate this to students.	80% students in Year 11, 12 and 13 can identify whether their current assessment levels are supporting both their safe and aspirational pathways.	95% students in Year KS4 and KS5 can identify whether their current assessment levels are supporting both their safe and aspirational pathways.	100% students in Year 10, 11, 12 and 13 can identify whether their current assessment levels are supporting both their safe and aspirational pathways.
A Supportive Partnership with Parents, Carers and Families	Parents and Careers are aware of the aims of the careers programme.	50% of parents and careers are aware of the aims of the careers programme. This feedback is captured through the parental questionnaire.	75% of parents and careers are aware of the aims of the careers programme. This feedback is captured through the parental questionnaire.	100% of parents and careers are aware of the aims of the careers programme. This feedback is captured through the parental questionnaire.
Creating a Meaningful Relationship with our Wider Community	The school will continue to build links with local employers and education providers, maximising opportunities through the MK2050 project.			

Year 7

Activity	Evidence	B1	B2	B3	B4	B5	B6	B7	B8
Worktree event	Student's Unifrog accounts								
3 Drop down days a year with a pathway focus	Student's Unifrog accounts								
Curriculum lessons linking careers to pathways	Curriculum maps								
Unifrog Registration	Student's Uniforg accounts								
1:1 pathway conversation with form tutors and students	Student's Unifrog accounts								

Year 8

Activity	Evidence	B1	B2	B3	B4	B5	B6	B7	B8
Worktree event	Student's Unifrog accounts								
3 Drop Down days a year with a pathway focus	Student's Unifrog accounts								
Curriculum lessons linking careers to pathways	Curriculum maps								
Use the Unifrog Careers and Subjects library to explore GCSE option choices and pathways	Student's Unifrog accounts								
1:1 pathway conversation with form tutors and students	Student's Unifrog accounts								
Students can request a 1:1 meeting with the school Careers Advisor	Student's Unifrog accounts								

Year 9

Activity	Evidence	B1	B2	B3	B4	B5	B6	B7	B8
Worktree event	Student's Unifrog accounts								
3 Drop Down days a year with a pathway focus	Student's Unifrog accounts								
Curriculum lessons linking careers to pathways	Curriculum maps								
Use the Unifrog Careers and Subjects library to explore pathways	Student's Uniforg accounts								
1:1 pathway conversation with form tutors and students	Student's Unifrog accounts								
Student visits to Universities.	Student's Unifrog accounts								

Year 10

Activity	Evidence	B1	B2	B3	B4	B5	B6	B7	B8
Worktree event	Student's Unifrog accounts								
3 Drop Down Days a year with a pathway focus	Student's Unifrog accounts								
Curriculum lessons linking careers to pathways	Curriculum maps								
Use the Unifrog Careers and Subjects library to explore pathways	Student's Uniforg accounts								
1:1 pathway conversation with form tutors and students	Student's Unifrog accounts								
Student undertake a work experience placement	Student's Unifrog accounts								
Student's create a CV	Student's Unifrog accounts								

Year 11

Activity	Evidence	B1	B2	B3	B4	B5	B6	B7	B8
Worktree event	Student's Unifrog accounts								
3 Drop Down Days a year with a pathway focus	Student's Unifrog accounts								
Curriculum lessons linking careers to pathways	Curriculum maps								
Use the Unifrog Careers and Subjects library to explore pathways	Student's Unifrog accounts								
1:1 pathway conversation with form tutors and students	Student's Unifrog accounts								
Students have 1:1 meeting with the school's Careers Advisor	Student's Unifrog accounts								

Year 12

Activity	Evidence	B1	B2	B3	B4	B5	B6	B7	B8
Student's will have an interview with an employer	Student's Unifrog accounts								
3 Drop Down Days a year	Student's Unifrog accounts								
Curriculum lessons linking careers to pathways	Curriculum maps								
Student's will undertake 1 day work shadowing									
Use the Unifrog Careers and Subjects library to explore pathways	Student's Unifrog accounts								
Students will visit a University	Student's Unifrog accounts								
1:1 pathway conversation with form tutors and students	Student's Unifrog accounts								
Students have 1:1 meeting with the school's Careers Advisor	Student's Unifrog accounts								

Year 13

Activity	Evidence	B1	B2	B3	B4	B5	B6	B7	B8
Curriculum lessons linking careers to pathways	Curriculum maps								
3 Drop Down Days a year with a pathway	Student's Unifrog accounts								
Student's will undertake 1-day work shadowing	Student's Unifrog accounts								
Use the Unifrog Careers and Subjects library to explore pathways	Student's Unifrog accounts								
1:1 pathway conversation with form tutors and students	Student's Unifrog accounts								
Students have 1:1 meeting with the school's Careers Advisor	Student's Unifrog accounts								

Key Staff for Implementation

- Mrs Mayles Assistant Principal Pathways- *coordinate the careers provision across the academy, tracking student destinations at Year 11, 12 and 13*
- Careers Lead- *provides IAG for students on a 1:1 basis, to work with PLs and SL to bring employers into the classroom.*
- Progress Leaders- *to set high aspirations for their year group and embed careers into their conversations. Use lead lessons to promote careers and engagement with employers.*
- Subject Leaders- *to deliver careers within the curriculum and ensure employer engagement within the classroom or through work place visits.*

- Form Tutors- *to deliver the careers programme as part of Life Skill, to support their tutees with achieving their aspirations and their pathway choices*
- Senior Leadership Team- *to support the staff above in setting high aspirations for all our students.*
- STEM Lead- *leading STEM career events*
- Learning zone staff- *to engage with students about their career aspirations and promote the use of Unifrog*
- TA- *one lead TA who can work on Unifrog with SEN and support SEN aspirations*
- R2L- *one lead member of R2L to work with vulnerable and disaffected students*
- *CPD delivered for staff regarding delivering careers in the curriculum*

Quality, Monitoring and Evaluation

The overall careers programme is monitored, reviewed and evaluated every year and a report is submitted to the Board of Governors for discussion through our Link Governor at the school.

Employers, students and staff evaluate activities that form part of the CEAIG programme. This evaluation then informs planning for the next year. Evaluation focuses on how effective the event/activity has been in helping students to achieve the intended learning outcomes.

Our annual report for CEAIG draws information from several sources including:

- Student and employer feedback forms.
- Feedback from staff and parents from yearly surveys

- Evaluation of career events and activities
- Information on intended destinations for years 11, 12 and 13

The school also uses the Compass Tool to evaluate and monitor the careers programme.