



STOUR VALLEY
— COMMUNITY SCHOOL —

Careers Guidance Strategy

| CEAG Strategy | | | |
|---------------------------|--|-------------|---------------------|
| Current Status | Operational | Last Review | January 2021 |
| Responsibility for Review | C Bank | Next Review | July 2021 |
| Responsible Governor | M Warrack | | |
| Internal Approval | SLT | | |
| External Approval | Enterprise Coordinator, Enterprise Advisers | | |

Introduction

All students at Stour Valley Community School are entitled to access careers education, information advice and guidance throughout their time here. This means providing a high-quality service to support current and prospective students through a reliable cross School/College network.

In line with the recent DfE guidance 'Careers Strategy' document (December 2017) we will continue to ensure that our students have access to high-quality support to make decisions about the next step that is right for them and to aspire to achieve their full potential¹. To achieve this aim, we will be using the Gatsby Charitable Foundation's Benchmarks to continue to develop our careers provision at Stour Valley Community School. Our Careers Action Plan for 2020 – 2021 is also based on these benchmarks, using the eight key principles to drive our careers programme forward. This document can be found at the end of this strategy.

We recognise that we must continue to develop external partnerships with employers, multi-agency services and higher education providers so that students continue to receive a high-quality Careers experience here at Stour Valley Community School.

The guidance provided in this strategy covers the following:

- Our student offer
- Responsibilities of staff
- Developing Employer Engagement
- Parent/Carer involvement
- Supporting Social Mobility
- Our commitment to Professional Development

Our Compass Results

In 2014, Lord Sainsbury's Gatsby Charitable Foundation published a report by Professor Sir John Holman, Adviser in Education at the Gatsby Charitable Foundation, titled "Good Career Guidance."

The report identified eight benchmarks that are the core dimensions of good careers and enterprise provision in schools:

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. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

| Gatsby Benchmarks | Score |
|--|--------------|
| 1. <i>A Stable Careers Programme</i> | 88% |
| 2. <i>Learning from career and labour market information</i> | 100% |
| 3. <i>Addressing the needs of each pupil</i> | 90% |
| 4. <i>Linking curriculum learning to careers</i> | 100% |
| 5. <i>Encounters with employers and employees</i> | 50% |
| 6. <i>Experiences of workplaces</i> | 100% |
| 7. <i>Encounters with further and higher education</i> | 70% |
| 8. <i>Personal guidance</i> | 75% |

The Gatsby Benchmarks have a key role in:

- Raising young people's aspirations and promoting access to all career pathways
- Enabling all young people to develop the skills and outlook they need to achieve career wellbeing, including adaptability and resilience
- Underpinning the Department for Education guidance to schools on meeting their statutory responsibility for careers guidance.

The Gatsby Benchmark Toolkit

https://www.careersandenterprise.co.uk/sites/default/files/uploaded/gatsby_benchmark_toolkit.pdf

| Careers Strategy Action Plan | | | | |
|--|---|--|--|------------------|
| Benchmark* | Areas to Improve | Actions | Outcomes | Timescale |
| 1) A stable careers programme | • Careers Governor | • Raise with Headteacher and in next Governors' Meeting | • Careers Governor identified | Mar 2021 |
| | • Careers Strategy | • Careers Strategy needs updating and putting on website | • Careers Strategy published | Feb 2021 |
| | • Feedback from Parents/Carers | • Add question about careers onto parent questionnaire sheet | • Feedback gathered from all stakeholders | Feb 2021 |
| 3) Addressing the needs of each pupil | • Employer / FE / HE intervention in each year group each academic year | • Work with Enterprise Co-ordinator to identify ways to implement annual opportunities | • All students have an annual experience with FE / HE / employers | Jul 2022 |
| 5) Encounters with employers and employees | • Annual career talk for each year group | • Review different options to facilitate an annual careers talk for all year groups. A virtual solution could be a possibility | • A wider range of career options are opened up to KS3 students | Jul 2022 |
| | • Engagement with employer activities | • Identify opportunities to take part in employer-led activities and competitions | • Students aware of a wider range of employers | Dec 2021 |
| 7) Encounters with further and higher education | • Information needed on Independent Training Providers | • Develop a bank of information on local Independent Training Providers and share this with students | • Students aware of a wider range of post-16 options | Jul 2021 |
| 8) Personal Guidance | • Track students post-16 learning pathways | • Investigate ways of tracking post-16 learning within constraints of GDPR and time | • Better understanding of students learning once they have left SVCS | Jul 2021 |
| *Benchmarks 2, 4 & 6 are already at 100%. | | | | |

Aims of the strategy

The strategy is in place to ensure that all young people have opportunities to acquire and develop the skills needed for Higher Education, apprenticeships, employment and training matched with the skills required by employers. We do this by providing guidance that makes a difference to young people's lives, and including those from disadvantaged backgrounds, making sure that we do not promote a narrow view of opportunities.

For our students we will ensure that:

- They should be enabled to make informed choices through a variety of experiences in tutor time, online resources and through the curriculum.
- They have varied opportunities for self-development as they explore a range of career options which are made available to them through a range of activities e.g., STEM careers fair, Careers lessons, Suffolk Careers Fair, visits to HE / FE providers.
- They develop an understanding of themselves so that they become self-aware, flexible and responsive as they develop skills needed for planning and managing their own career development.
- They have support to explore opportunities in work, training and further/higher education.
- Students know and understand the full range of career options available to them on completion of their course through the various sources of information and guidance, both within and beyond Stour Valley Community School.
- They have access to and are made aware of relevant changes in education, training and employment.
- Students know where they can access appropriate information advice and guidance both at Stour Valley Community School and through our online resources related to Volunteering, Employment, Work Experience, Higher Education and Apprenticeships.
- They are supported on decisions relating to next steps and career decisions.
- Students can access relevant careers information and preparation for employment through bespoke tutorials.

Responsibilities of Staff & Enterprise Advisers:**Careers Leadership Team:**

Whilst we realise that careers advice is the responsibility of all relevant staff at Stour Valley Community School, we also have a designated Careers Leadership Team who are responsible for delivering our careers programme at Stour Valley Community School across all eight Gatsby Benchmarks. The team comprises of the following staff:

| Name | Title | Careers Role |
|--------------|------------------|--|
| Cath Bank | SLT Careers Lead | Careers Curriculum in all years Liaison with Enterprise Adviser Network |
| Katrina Eady | Careers Adviser | 1:1 Interviews Work Experience Co-ordinator NEETs |
| Emma Stewart | SENCo | SEN placements for Work Experience and post-16 courses |

To compliment the work that this group do, we also have wider staff that provide quality advice and guidance to students across the year:

Teaching Staff & Tutors

This team have a responsibility to:

- Give students careers advice which links to their subject area.
- Develop and sustain further links with employers which are linked to their subject.
- Maintain current working knowledge about the employment pathways that are open to their subject.

Developing Employer Engagement:

It is the responsibility of leaders in the curriculum to encourage all teaching staff to enhance their understanding and knowledge associated with opportunities for students Stour Valley

Community School in the areas of Higher Education, Apprenticeships and employment with training, in so doing they should endeavour to make as many external links with organisations who will support the development and independence of our students.

Parent/Carer involvement:

We continue to provide a range of high quality CEIAG information for parents of prospective and current students such as: Work Experience Information Evening; Introduction to Year 10; Post-16 options; up-to-date links to Apprenticeship and training opportunities.

Supporting Social Mobility:

We ensure that **all** students at Stour Valley Community School are well informed and supported in order to help them achieve and progress to their chosen destination be that in Further Education, Higher Education, Training or Employment, we will ensure that those students who are classed as disadvantaged are targeted and offered support to ensure that they gain access to opportunities that otherwise might have been denied to them. They receive clear progression advice and where appropriate we establish contacts/links with employers and meaningful work experience to further support their chances of success.

Our commitment to Professional Development:

To ensure that our students receive the best possible careers education, information, advice and guidance we are dedicated to sourcing (as required) high quality continuing professional development for all who have responsibility for delivering CEAG to our students.

Key Careers Contacts:

Role: Careers Leader
Name: Cath Bank
Email address: cbank@stourvalley.org
Telephone Number: 01787 279342

Role: Careers Advisor
Name: Katrina Eady
Email address: keady@stourvalley.org
Telephone Number: 01787 326941

Monitoring & Review

Compass+ to be completed termly.
Termly meeting with Enterprise Adviser Network.