

Sutton Community Academy Careers Programme

Intent | Implementation | Impact

Intent

What is the intention of the careers programme?

The programme aims to support and encourage our students in becoming employable and aspirational young people who are successful, confident and ambitious, with an understanding of their own skills and strengths, in accordance with the recommended Gatsby Benchmarks, through engaging parents and local employers, both in school and through external visits and events.

A student who has completed the full range of activities in the careers programme at SCA will:

- Be successful, confident and ambitious.
- Know how to find and interpret labour market information at local, regional and national scale.
- Understand and be able to find and successfully apply for various study and work opportunities that suit their interests, abilities and links to their aspirations.
- Have had a wide range of encounters and first-hand experiences with employers and employees from local and national businesses.
- Have had a wide range of encounters and first-hand experiences with staff and students from a variety of providers including but not limited to; Further education, Higher Education, Independent Training Providers, Apprenticeship providers, T-level providers.
- Understand careers and their different meanings and interpretations
- Be confident in their own career decision-making skills
- Have successfully completed a variety of activities and learning opportunities to meet the Learning Outcomes of the CDI Career Development Framework

Our careers programme recognises the needs of young people within the local community and aims to highlight the availability of jobs and training opportunities locally and across the wider region of the East Midlands whilst educating students on the accessibility of options that are further afield. Our students are a cohort who have been impacted by a global pandemic through two years of the compulsory schooling, and our careers programme will reflect the changing landscape of employment and required skills as a result of the short- and long-term economic impacts of Covid-19. We also recognise the needs of our local wider community, aiming to work with local businesses who may be unable to hire new

talent with the skills and abilities they require. These working relationships, supported by the CEC, will engage our students in activities that highlight the importance of developing the skills required by local employers whilst also allowing students to broaden their horizons through first-hand encounters.

Implementation

How will the careers programme be implemented across the school?

The careers programme will be implemented using a range of methods:

- Appendix 1 of the Academy Careers Plan details the activities that will take place throughout each academic year. This document provides an outline overview of the core activities that are scheduled. Additional activities will be made available to students throughout the year, as ongoing needs analysis is undertaken, and as relevant and meaningful opportunities are sought out for students.
- The Academy's careers platform, Grofar, will be used by all students and staff throughout the year, to support students in engaging with a variety of stage-related tasks and activities, supporting them towards making well-informed and realistic decisions. These activities will be supported by tutors as a part of the on-going pastoral programme. School staff will also add activities to student passports, detailing activities that have taken place as part of curriculum learning, where students have had opportunities to learn about the relevant skills and opportunities relating to their curriculum.
- Students will have the opportunity (through curriculum learning, the pastoral programme and additional enrichment activities) to engage with and learn from a variety of employers, employees, and education providers. There will also be opportunities for students to engage in workplace encounters, through a range of progressive learning activities and visits. These occasions may be specific to individual students and may be offered at various points throughout a student's time at the Academy.
- All educational colleagues within the academy are responsible for supporting students to access careers information and support where suitable. This is done through referral to the Careers Leader, as well as through providing careers information relevant to their subject(s)/department. School staff are responsible for sharing a range of information with students about possible pathways within their subject(s) and should ensure that they are aware of the up-to-date routes and information that they are providing to their students.
- Ongoing staff training and support is provided by the Careers Leader, to ensure that staff have access to relevant information and can access careers related training where relevant or required.

Impact

What will the impact of the careers programme be on the students, school and other stakeholders? And how will this impact be measured and evaluated?

The impact of the successful implementation of the careers programme will be:

- Continued improvement/maintenance in the destinations of leavers, demonstrated through the collection of intended and actual destinations of students at the end of Key Stage 4 and Key Stage 5. Measured by number of students who progress into a positive destination including: Sixth Form, Further education provider, Higher Education provider, independent training provider, Level 2-4 apprenticeship, T-Level, traineeship, full time employment with accredited study/training if applicable.
- Increased student motivation and commitment to learning. Longer term impact of this includes improved GCSE and A-level results and improvement in whole-school behaviour and attendance. Measured by the school progress data, Classcharts reports, stakeholder feedback (staff, students, and parents).

Ongoing evaluation of the impact of the careers programme will be undertaken, considering feedback from all stakeholders alongside school data. This information will be continuously reviewed and any changes, updates or adjustments that are deemed necessary will be made to ensure the successful implementation of the progressive programme.