

## Careers Guidance and Inspiration <sup>(1)</sup>

Consistent with the school's ethos of 'Being the Best We Can' the school strategy on Careers Information Advice and Guidance (CIAG) is crucial to raising the aspirations of all our students, encouraging them to overcome barriers to success, ensuring they are well-informed, raising their aspirations and inspiring them to explore opportunities.

### What we do to overcome barriers to success:

- Early identification of prospective NEETS in Year 7 - basic skills focus
- Developed Bridge programme which includes personalised support, advice and guidance, which continues after those students at risk of being NEETs leave us

### What we do to ensure students are well-informed:

- Reviewed the provision of external careers advice service – replaced it by paying for a member of our own staff to train and provide more relevant and up-to-date CAIG
- Increased the involvement of local employers and business reps. (See 14-15 Business Partnership Action Plan.)
- Whenever possible, use external partners to provide real-world experience – for example – speed dating Year 9; Year 11 Careers Fair
- Series of events (see below) & programme of academic tutorials in 6<sup>th</sup> form

### What we do to raise their aspirations:

- Personalised mentoring and review of H.E./training options
- Closely link progress management with IAG

The school has a clearly defined strategy for CIAG (See Provision Map) which includes the statutory requirements which apply <sup>(1)</sup> and sets out how we deliver high quality and inspiring information, advice and guidance to our students. In particular the following points are priorities:

Developing self-awareness and resilience underpins our careers provision. Students in all years are supported through tutorial activities to evaluate regularly their strengths and weaknesses, and to tackle any obstacles to progress. As a result of challenging teaching and an appropriately matched curriculum they develop employability skills.

Students begin to develop an awareness of the world of work and enterprise from year 7 onwards through enrichment activities as part of focus days. Engagement with employers from various sectors continues in year 9, where students give greater consideration to the range of employment options available, and explore opportunities in more depth. More challenging enterprise activities bring students into contact with local businesses as well as promoting employability and entrepreneurial skills. At Key stage 4 a range of careers fairs and events allow students to explore sectors of specific interest to them as they make choices for post 16 education and training.

Students are supported through all transition phases to set realistic aspirational targets, and make plans to meet them. Specific careers related activities are planned for year 9 to support the options process,

At key stage 4, students are monitored and supported to ensure they investigate relevant options for post 16 education and employment. Students in year 11 are surveyed to ensure guidance is tailored to the needs of individuals and groups with shared interests, including visits to, or visits from local colleges, and opportunities to experience the world of work with local businesses.

Students at risk of NEET and other vulnerable groups are identified by tutors, heads of house and the KS4 Pupil Premium coordinator in liaison with the careers adviser. These students are prioritised for support. All students are given advice to ensure they make successful applications for colleges or apprenticeships. Our MEA Team provide additional practical support and family liaison to break down cultural barriers to further and higher education, securing placements for students. All these activities are supported by on-line resources including a dedicated careers section on the VLE.

Provision is mapped across all year groups. This is reviewed annually and adapted to meet needs and take advantage of new opportunities. Significant changes have been made for 2014 –15 in the light of student feedback.

- The school provides access to a range of activities that inspire young people, including employer talks, careers fairs, motivational speakers, practice interviews, college and university visits, and mentors.
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- Year 11 Careers Fair
- 6<sup>th</sup> Form Careers Fair
- Apprenticeship Scheme presentations
- Work Experience – in main school and 6<sup>th</sup> form
- Annual WISE event
- Annual Science & Engineering Day
- Year 9 Business/Industry Speed Dating
- Pathways to Medicine Events
- Visits & Talks from Universities and employers
- Young Enterprise Scheme
- School/ Business Partnership activities (See annual action plan)
- The school considers the needs of students who require more sustained or intensive support before they are ready to make career decisions. Individual mentoring is an important part of this support.
- See above re. systematic identification and intervention as well as the “additional and different” provision intrinsic to our Bridge programme.
- The school provides sustained contacts with employers and mentors, many of whom inspire students with a sense of what they can achieve and help them understand how to make this a reality.
- STEM Day; WISE event
- The development of the Stokesley School / Business Partnership has led to an increasing engagement with employers, providing opportunities for -
- experience of real work context
- work experience

- practice interviews
- “a day at work” opportunities
- Online tools are used appropriately, providing imaginative and engaging ways to encourage young people to think about the opportunities available to them
- U-Explore is used extensively as part of Bridge and by the careers adviser. All students from year 9 are provided with log in details and instruction as part of a focus day.
- Student ILE has a dedicated careers area with access to all major careers resources, links to the national careers service and the national apprenticeships service.
- The school supplements in-house arrangements for CIAG with advice and guidance from independent, external sources to meet the school’s legal requirements.

Liaison with Caedmon College (link school as part of The Moorland Alliance)

Extensive representation from local colleges, universities and training providers at the various careers event

Business input - more than 30 active members of our School-Business partnership

NYBEP

- The school works hard to ensure all forms of stereotyping are challenged in the advice and guidance we provide, to ensure that boys and girls from all backgrounds and diversity groups consider the widest possible range of careers, including those that are often portrayed as primarily for one or other of the sexes.

Challenging stereotyping is intrinsic to planning for careers lessons on focus days to challenge any narrow-mindedness that might arise

Systematic gender analysis of options and career paths leads to challenge with regard to classroom practice

(1) Adapted from - *Careers guidance and inspiration in schools – statutory guidance for governing bodies, April 2014*