

Ormiston Academies Trust

Ormiston Denes Academy Careers Strategy

Policy version control

Policy type	Mandatory
Author	Ormiston Denes Academy
Release date	September 2024
Review	Policies will be reviewed in line with OAT's internal policy schedule and/or updated when new legislation comes into force

Our Vision

Regardless of any barriers, **all** students will develop the skills and confidence to be successful in the ever-evolving world of careers – **whatever the next best step.**

This strategy sets out a clear plan on how we intend to work towards meeting this vision in the short, medium, and long term.

Objectives

- To meet the eight Gatsby benchmarks for good career guidance as recommended by the Department of Education Careers Strategy 2017
- To build upon the 'Quality in Careers Standard' accreditation (the nationally recognised award for CEIAG in English Secondary Schools)
- To become recognised as a 'Gold Standard' CEIAG provider with OAT
- To enable all learners to reach a positive destination in learning or training after Year 11
- To increase students' awareness of Local Market Information (LMI)
- To meet the careers guidance and access for education and training providers statutory guidance 2023

We will monitor and evaluate our progression in achieving these aims on a termly basis with the Careers and Enterprise Company using Compass+. The programme will also be reviewed annually.

Our Strengths

- Partnership work with UEA and NEACO
- Partnership work with local stakeholders
- Partnerships with local businesses to allow all year 10 students to have the opportunity to undertake work experience
- Annual careers fair incorporating Further education, Higher education, Regional and National businesses, and organisations

Careers Education Team Structure

Vice Principal – Progress

SLT Link
Adrian Donovan

Careers Leader

Ollie Cooper

Careers Coordinator

Julie Richings

Careers Advisor

Funded through CEC
Marrion Gibbons

External Providers

Apprenticeships New Anglia
UEA
NEACO
University of Suffolk
East Norfolk Sixth Form
East Coast College
Etc.

The Gatsby Benchmarks

Benchmark		Criteria
1	A stable careers programme	Every school and college should have an embedded programme of career education and guidance that is known and understood by students, parents, teachers, governors, and employers.
2	Learning from career & labour market information	Every student, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.
3	Addressing the needs of each student	Students have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each student. A school's careers programme should embed equality and diversity considerations throughout.
4	Linking curriculum learning to careers	All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.
5	Encounters with employers and employees	Every student should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.
6	Experience of workplace	Every student should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities and expand their networks.
7	Encounters with further and higher education	All students should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.
8	Personal guidance	Every student should have opportunities for guidance interviews with a career adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all students but should be timed to meet their individual needs.

Ormiston Denes Strategic Goals

Strategy 1	Strategy 2	Strategy 3
Embed a robust careers programme with focus on Labour Market Information that can be applied to all <i>curriculum areas</i>	Provide students in each key stage with meaningful encounters with workplaces , <i>Higher/Further</i> education and employers with links to curriculum	Ensure that all students have adequate personal, independent careers advice . To ensure NEETs remain low or no NEETs.
Gatsby 1 Gatsby 2 Gatsby 4	Gatsby 1 Gatsby 4 Gatsby 5 Gatsby 6 Gatsby 7	Gatsby 1 Gatsby 3 Gatsby 8

Key:

- **CDI career Development Framework**

A- Grow throughout life	B- Explore Possibilities	C- Manage career
D- Create opportunities	E- Balance life and work	F- See the big picture

- **Gatsby Benchmarks**

1	A stable careers programme	5	Encounters with employers and employees
2	Learning from career & labour market information	6	Experience of workplace
3	Addressing the needs of each student	7	Encounters with further and higher education
4	Linking curriculum learning to careers	8	Personal guidance

YEAR 7

Overall Outcomes

- Students can identify skill that are needed for careers
- Using the skills builder students can identify the eight key skills;
- Listening, Speaking, Problem solving, Creativity, Staying positive, Aiming high, Leadership and Teamwork

CDI	Gatsby	Focus	Details	Lead	Date
A,D,F	1,3,8	Transition Support	Transition – 2 days for Y6. Resources provided to local primary schools. Assembly run by transition lead in primary schools	JRI	July
A,B,F	1,2,3,4	Careers form time sessions	Students to have form time sessions which contain information about different local jobs as well as their overall outcome.	OCO	All Year
A,C,D,F	1,3,8	Year 7 Settling in Evening	An opportunity for parents and carers to meet staff as well as the careers team.	Year 7 Team	Autumn Term
A,B,C,D,E,F	1,4	PSHE Lessons with year 7 focus	Students to have lessons focused on their overall outcome	JNI	
A,B,C,D,E,F	1,6,7	A positive introduction to HE	UEA Outreach - Future Stars – Workshop where students learn to identify links between, HE and careers and skills needed.	JRI	Autumn Term
A,B,C,D,E,F	1,4	Careers and Enterprise Skills (Within 'Character & Value sessions')	Awareness of consequences of actions now, in later life.	MAV	All Year
A,C,D,F	1,3,8	Parental Engagement	Parents' Evening' – an opportunity for interaction between the Careers Leader and parents, answering any questions they may have in relation to careers.	Year 7 team	Summer Term
A,B,C,D,E,F	All	Unifrog	Students to have access to Unifrog which allows them access to careers information	OCO/JRI	All year
B,C,F	1,2,4	Careers Assembly	To celebrate National careers week, we will give a designed assembly for year 7 students focused on understanding employability skills	OCO	Spring Term
B,C,D,E,F	1,2,4	Linking subjects with Careers	All subject areas within the academy teaching students how their subjects relate to different careers.	All staff	All Year
B,C,D,E,F	1,2,3,5,6,7	Pathways	Careers Fair for Years 7-11. Colleges, Universities, local and regional businesses to attend	OCO/JRI	Summer Term
A,B,C,D,E,F	All	Trips, visits, and workshops	Selected students will have the opportunity to participate in trips visits and workshops using Local Market Information	OCO/JRI	All Year

YEAR 8

YEAR 8					
Overall Outcomes		<ul style="list-style-type: none"> Students can evaluate and enhance the skills needed for careers Using the skills builder students can evaluate and improve the eight key skills; Listening, Speaking, Problem solving, Creativity, Staying positive, Aiming high, Leadership and Teamwork 			
CDI	Gatsby	Focus	Details	Lead	Date
A,B,C,D,E,F	All	Unifrog	Students to have access to Unifrog which allows them access to careers information	OCO/JRI	All year
A,B,F	1,2,3,4	Careers form time sessions	Students to have form time sessions which contain information about different local jobs as well as their overall outcome.	OCO	All Year
A,B,C,D,E,F	All	Trips, visits, and workshops	Selected students will have the opportunity to participate in trips visits and workshops using Local Market Information	OCO/JRI	All Year
B,C,D,E,F	1,2,3,5,6,7	Pathways	Careers Fair for Years 7-11. Colleges, Universities, local and regional businesses to attend	OCO/JRI	Summer term
A,C,D,F	1,3,8	Parental Engagement	Parents' Evening' – an opportunity for interaction between the Careers Leader and parents, answering any questions they may have in relation to careers.	Year 8 Team	Summer term
B,C,D,F	1,2,4	Careers Assembly	To celebrate National careers week, we will give a designed assembly for year 7 students focused on developing employability skills	OCO	Spring term
A,B,C,D,E,F	1,4	Careers and Enterprise Skills (Within 'Character & Value sessions')	Awareness of consequences of actions now, in later life.	MAV	All year
A,B,C,D,E,F	1,4	PSHE Lessons with year 8 focus	Students to have lessons focused on their overall outcome	JNI	
A,B,C,D,E,F	1,6,7	HE Engagement	UEA outreach- An opportunity for students to meet a Higher Education provider and participate in a Next steps workshop	JRI	Autumn Term
B,C,D,E,F	1,2,4	Linking subjects with Careers	All subject areas within the academy teaching students how their subjects relate to different careers.	All Staff	All year

YEAR 9

YEAR 9					
Overall Outcomes		<ul style="list-style-type: none"> Students will explore different career options with emphasis on local market information Students will be able to identify different career routes Students will be able to experience different career routes through the options process 			
CDI	Gatsby	Focus	Details	Lead	Date
A,B,C,D,E,F	All	Unifrog	Students to have access to Unifrog which allows them access to careers information	OCO/JRI	All year
A,B,F	1,2,3,4	Careers form time sessions	Students to have form time sessions which contain information about different local jobs as well as their overall outcome.	OCO	All Year
A,B,C,D,E,F	All	Trips, visits, and workshops	Selected students will have the opportunity to participate in trips visits and workshops using Local Market Information	OCO/JRI	All year
B,C,D,E,F	1,2,3,5,6,7	Pathways	Careers Fair for Years 7-11. Colleges, Universities, local and regional businesses to attend	OCO/JRI	Summer Term
A,C,D,F	1,3,8	Parental Engagement	Parents' Evening' – an opportunity for interaction between the Careers Leader and parents, answering any questions they may have in relation to careers. Careers Fair	Year 9 Team	Spring Term
B,C,D,E,F	1,2,3,4,8	Parental Engagement	Options' Evening – a chance for students and parents to understand what subjects are on offer at KS4 – followed by taster sessions in GCSE option classes	Year 9 Team	Spring Term
B,C,D,E,F	1,2,4	Careers Assembly	To celebrate National careers week, we will give a designed assembly for year 9 students focused on exploring different career paths	OCO	Spring Term
A,B,C,D,E,F	1,4	Careers and Enterprise Skills (Within 'Character & Value sessions')	Awareness of consequences of actions now, in later life.	MAV	All Year
A,B,C,D,E,F	1,4	PSHE Lessons with year 9 focus	Students to have lessons focused on their overall outcome	JNI	Spring Term
A,B,C,D,E,F	1,6,7	HE Engagement	UEA outreach- An opportunity for students to meet a Higher Education provider and participate in a Next steps workshop	JRI	Autumn Term

,C,D,E,F	1,2,4	Linking subjects with Careers	All subject areas within the academy teaching students how their subjects relate to different careers.	All Staff	All year
----------	-------	--------------------------------------	--	-----------	----------

YEAR 10

Overall Outcomes					
CDI	Gatsby	Focus	Details	Lead	Date
		<ul style="list-style-type: none"> • Students will explore different post 16 options • Students will gauge which is the best route for them • Students will have hands on experience of work through 'work experience' 			
A,B,C,D,E,F	All	Unifrog	Students to have access to Unifrog which allows them access to careers information	OCO/JRI	All year
A,B,F	1,2,3,4	Careers form time sessions	Students to have form time sessions which contain information about different local jobs as well as their overall outcome.	OCO	All Year
A,B,C,D,E,F	All	Trips, visits, and workshops	Selected students will have the opportunity to participate in trips visits and workshops using Local Market Information	OCO/JRI	All Year
B,C,D,E,F	1,2,3,5,6,7	Pathways	Careers Fair for Years 7-11. Colleges, Universities, local and regional businesses to attend	OCO/JRI	Summer Term
A,C,D,F	1,3,8	Parental Engagement	Parents' Evening' – an opportunity for interaction between the Careers Leader and parents, answering any questions they may have in relation to careers. Careers Fair	Year 10 Team	Spring Term
B,C,D,E,F	1,4,7,8	Parental Engagement	Raising achievement evening – focusing on an introduction to GCSE content and launching work experience. Range of FE/Colleges also in attendance. An opportunity for interaction between the Careers Leader and parents, answering any questions they may have in relation to careers.	Year 10 Team	Autumn Term
B,C,D,E,F	1,2,4	Careers Assembly	To celebrate National careers week, we will give a designed assembly for year 10 students focused on exploring different FE options	OCO	Spring Term

A,B,C,D,E,F	1,4	Careers and Enterprise Skills (Within 'Character & Value sessions')	Awareness of consequences of actions now, in later life.	MAV	All year
A,B,C,D,E,F	1,4	PSHE Lessons with year 10 focus	Students to have lessons focused on their overall outcome	JNI	
A,B,C,D,E,F	1,2,3,4,5,6,7,8	Employer Engagement	Work Experience Week. All year 10 students to gain a week of work experience at their chosen employment	JRI	Summer Term
A,B,C,D,E,F	1,6,7	HE engagement	Students to attend a local college in preparation for post 16 education	JRI	Summer Term
A,B,C,D,E,F	1,3,7,8	Pathways – Future Planning	One-to-one meetings with qualified careers guidance personnel	MGI	All year
B,C,D,E,F	1,2,4	Linking subjects with Careers	All subject areas within the academy teaching students how their subjects relate to different careers.	All Staff	All Year

YEAR 11

Overall Outcomes		<ul style="list-style-type: none"> • Students will have post 16 destinations confirmed • Students link the importance of GCSEs to careers • Students achieve positive results within GCSE's which enable progression to further education • Students to explore, research and apply for post 16 options 			
CDI	Gatsby	Focus	Details	Lead	Date
A,B,C,D,E,F	All	Unifrog	Students to have access to Unifrog which allows them access to careers information	OCO/JRI	All year
A,B,C,D,E,F	All	Trips, visits, and workshops	Selected students will have the opportunity to participate in trips visits and workshops using Local Market Information	OCO/JRI	All Year
A,B,C,D,E,F	1,3,7,8	Pathways – Future Planning	One-to-one meetings with qualified careers guidance personnel	MGI	All Year

B,C,D,E,F	1,2,4	Linking subjects with Careers	All subject areas within the academy teaching students how their subjects relate to different careers.	All Staff	All Year
C,D,E,F	1,3,8	Pathways – Future Planning	College/Sixth Form application forms to be completed. Students supported in this during study hall.	RA Mentors	Autumn Term
A,C,D,F	1,3,8	Parental Engagement	Parents’ Evening’ – an opportunity for interaction between the Careers Leader and parents, answering any questions they may have in relation to careers. Careers Fair	Year 11 Team	Spring Term
B,C,D,E,F	1,4,7,8	Parental Engagement	Raising achievement evening- All students and parents/carer invited to an evening dedicated to helping towards GCSE’s. Range of FE/Colleges also in attendance. An opportunity for interaction between the Careers Leader and parents, answering any questions they may have in relation to careers.	Year 11 Team	Autumn Term
B,C,D,E,F	1,2,3,5,6,7	Pathways	Careers Fair for Years 7-11. Colleges, Universities, local and regional businesses to attend	OCO/JRI	Summer Term
B,C,D,E,F	1,2,4,7	Pathways – Future Planning	Assemblies from local Colleges, Training Providers and Apprenticeships during Form Time	JRI	Autumn Term
B,C,D,E,F	1,2,4	Careers Assembly	To celebrate National careers week, we will give a designed assembly for year 11 students focused on progressing to further education	OCO	Spring Term
A,B,C,D,E,F	1,4	Careers and Enterprise Skills (Within ‘Character & Value sessions’)	Awareness of consequences of actions now, in later life.	MAV	All Year
A,B,C,D,E,F	1,3,7,8	HE Engagement	An opportunity for students to meet a Higher Education provider. UEA “Get set” workshop looking at life after secondary school	JRI	Autumn Term
B,C,D,E,F	1,2	Aspirations and future plans	Apprenticeship Information and activities during National Apprenticeship Week General Careers information and activities during National Careers Week	OCO/JRI	Spring Term

Over-arching Plans

Focus Details	Lead
Careers Programme on website – A copy of careers programme for all year groups at the academy to be available for everyone to view, acting as a ‘hub’ for information.	OCO
CEIAG awareness in the academy – Job of the Week in Form Time; careers-related announcements in Form Time; assemblies ‘Insight into Industry’ talks based upon students' interests (identified through Unifrog and FSQ data)	OCO
Career Journey posters on classroom doors and ‘Subject Careers’ posters in curriculum areas – Improve the visibility of careers and encourage discussion	OCO
Career Guides available to parents', carers, and students	OCO/JRI
Develop directory of Alumni – Encourage ex-students to engage with the academy to talk to students about their career journey since leaving the academy.	OCO/JRI
Develop student usage of Unifrog – Programme to be put in place and half termly competitions developed to encourage use.	OCO
Staff Training – Develop staff understanding and statutory requirements of CEIAG in the academy; develop career plans for each subject.	OCO
Compass Plus – All career related activities to be logged to enable benchmarking and self-evaluation with CEC	OCO/JRI
Careers updates published in principals' letter	OCO
Publication of careers hub newsletter incorporated into the Discover Denes magazine	OCO/JRI