

### Summary of Samuel Whitbread Academy Careers Development Plan

Gatsby Benchmark	School Strategy Linked to Benchmark	Responsibility
1. A stable careers programme	Provide effective leadership, management and promotion of CEIAG by appointing a Careers Leader.	ESF
	SLT to show active support for careers programme (as seen through SLT meeting minutes)	ESF/SLT
	Ensure all staff know and support the school's career programme through events such as CPD, tutor time and Engaging Minds. Ensure every year group is giving the opportunity for a meaningful encounter each academic year.	ESF
	Provide a planned programme of careers, employability and enterprise.	ESF
	Have a link governor for CEIAG who reviews the policy annually.	GOV
	Engage with parents regarding careers at least once a year either face to face or through the newsletter.	ESF/JMC
	After each encounter ask employers to evaluate in order to improve provision.	ESF/JMC
2. Learning from career and labour market information	Monitor and review provision annually including annual completion of COMPASS tool.	ESF
	Work with employers and external providers to enhance and extend CEIAG provision.	ESF
	Share with staff current labour market information as it comes through from County through staff bulletin and briefings.	ESF
3. Addressing the needs of each pupil	Include labour market information in the newsletter to parents as it becomes available.	ESF
	Ensure the VASD unit is provided for as well as PP students and those with SEND through utilising the packages offered by jobcentre plus and 4YP.	ESF/TAR/JMC
	Ensure every child has the opportunity to secure independent and impartial careers advice from 4YP.	ESF
	Track student careers provision using tracking tool.	ESF/JMC
4. Linking curriculum learning to careers	Identify potential RONI and ensure small group support in place with 4YP	ESF
	Embed careers into Engaging Minds and tutor time.	ESF/EM

	<p>World of work days for years 9 and 10.</p> <p>Assemblies to promote all options available to students post-16 and 18.</p> <p>Small group work for sixth-form on apprenticeships and external training providers.</p> <p>Promote apprenticeships and careers during Careers Week</p>	<p>ESF/JMC</p> <p>ESF</p> <p>ESF/4YP</p> <p>ESF/ALL</p>
5. Encounters with employers and employees	<p>Broaden the range of employers who attend the careers fair to include a greater number of Arts and Medical.</p> <p>Arrange for visiting speakers to come in at lunch times and tutor times.</p> <p>Enterprise schemes to be included in drop down days for years 9 and 10.</p> <p>Utilise Clifton community to support careers programme.</p> <p>Ask staff to find a link to a business and create a database</p>	<p>ESF</p> <p>ESF</p> <p>ESF/JMC</p> <p>ESF</p> <p>ESF/JMC</p>
6. Experiences of workplaces	<p>Look at other schools models of sixth form work experience and begin to implement in sixth form.</p> <p>Consider the use of Work shadowing in Year 9</p> <p>Develop more opportunities for visits to various work places.</p>	<p>ESF/JMC</p> <p>ESF/HOY</p> <p>ESF</p>
7. Encounters with further and higher education	<p>Students to attend Higher education fairs in the sixth form – maybe also take G and T year 11s?</p> <p>Hold SWA annual Careers fair to coincide with Year 11 options evening.</p> <p>Hold small group apprenticeship workshops for Year 11 and sixth form.</p>	<p>ESF</p> <p>ESF</p> <p>ESF/4YP</p>
8. Personal guidance	<p>To maintain and plan 4YP support</p> <p>To increase IAG provision across the Academy</p>	<p>ESF</p>