FOWEY RIVER ACADEMY - STRATEGIC CAREEERS PLAN 2022 – 2024

The aim of this strategic plan is to enable the Careers Leaders to implement a progressive career programme which:

* Is aligned to the school’s priorities
* Meets the needs of each and every student
* Tracks the impact of careers provision

The plan will include the

* Vision
* Current State
* Key Strategic objectives
* An action plan to achieve the objectives

**Vision**

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| School’s Vision Statement |
| **Our vision has FRA students at the heart if a connected community where they thrive and make a difference locally and globally, where they are proud to say, “I went to Fowey” and where the community is proud of them and us.** |
| Vision for Careers Provision **Statement**: |
| **We aim to provide quality independent, advice and guidance for our students and have been working to conform to the Gatsby Benchmarks for careers education.** |

**Current Provision**

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| Compass - Current Compass Score: | 100% but needs to be reviewed |
| Compass - Priority Benchmarks: | 2. Learning from Career and Labour Market Information  4. Linking curriculum learning to careers  6. Encounters with Employers and employees |
| LMI - Local and Regional Context: | <https://www.lmiforall.org.uk/explore_lmi/learning-units/sources_of_lmi/> |

**Strength of Careers Provision SOAR**

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| **Strengths**  **Policy in place**  **CRL Programme in place**  **Gatsby benchmarks and CDI framework being linked to CRL programme**  **Careers Leader in place and one currently being trained**  **Appointment of link governor**  **Opportunity to have independent careers advice including provision for our SEND students**  **Work experience in Year 10 in place**  **Good links with FE Colleges**  **Good relationships with colleges, CSW, Job Centre Plus, Next Steps South West, Game Changer and NCS.**  **Good links with the Enterprise Coordinator East Cornwall, Careers Hub**  **Fowey Futures Careers Hub now in place** | **Opportunities**  **Further development of Careers Leaders**  **Work of Careers Leaders being shared into KS3 and KS4**  **Improved CRL Programme – to include all the Gatsby benchmarks and ensure this is being carried out**  **More staff to be trained**  **More use of LMI**  **Careers champion in each faculty**  **Improved communication with parents**  **Improved evaluation and feedback**  **Improved monitoring and recording and tracking of each students career interventions**  **More focus and emphasis on aspects of learning such as Careers Weeks, Apprenticeships** |
| **Aspirations**  **Careers champion in each faculty**  **Tutors become more engaged in all aspects of Careers related learning and Careers Leaders are confident that any programme is being delivered effectively**  **More time for Careers leaders to undertake careers**  **Careers to be part of PHSE and Project week**  **7 employer encounters**  **More links with universities across the country and beyond**  **All staff to be aware of the Gatsby benchmarks and the principals of career learning**  **To have resources and schemes of work in place for all interventions and every year group which fit in with our CRL programme**  **A large Alumni database which we can utilise in many aspects of career related learning** | **Results**  **Students will have the knowledge, skills and information to have a excellent career journey**  **Career learning will become an everyday part of school life, and improve the aspirations of our students**  **Every student will receive the individual support and advice they require**  **Students will have made connections to the community and to possibilities both within Cornwall and further afield**  **Parents will be better informed to be able to help and support their child through transition to college**  **Data and evidence will show the positive impact of our CRL programme**  **Improved resources and schemes of work which can be used and planned for across the Year Groups**  **Expansion of the Fowey Futures Careers Hub and resources within it** |
| **Key priority/action areas from SOAR:**  **LMI**  **Alumni**  **Employer Encounters**  **Staff training**  **Faculty involvement – Careers Champions**  **Review of CRL programme**  **Schemes of work to be completed**  **Resources to be brought/researched to complement schemes of work**  **Careers in the curriculum**  **Parental communication**  **Monitoring, evaluation and feedback** | |

**Key strategic objectives**

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| **Key Strategic Objectives** | |
| 1 | To embed the Gatsby Benchmarks within our CRL Programme to ensure all benchmarks are being met and that this is evidenced |
| 2 | To improve the systems for monitoring, reviewing and evidencing the impact of our CRL programme |
| 3 | To be able to evidence our students career learning journey which they take forward through their future career choices |
| 4 | Students to receive 7 employer contacts from the local community and further afield; and have exposure to local and national LMI to help inform their future career decisions |
| 5 | Careers information to be available for students and parents on the relevant platforms – Firefly, newsletters, social media and website |

**FOWEY RIVER ACADEMY Strategic Careers Plan**

Plan put in place – March 2022

Date of next review: March 2024

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| **Fowey River Academy : Key Strategic Objectives** | |
| 1 | To embed the Gatsby Benchmarks within our CRL Programme to ensure all benchmarks are being met and that this is evidenced |
| 2 | To improve the systems for monitoring, reviewing and evidencing the impact of our CRL programme |
| 3 | To embed Careers related learning into the curriculum including the use of LMI |
| 4 | Students to receive 7 employer contacts from the local community and further afield; and have exposure to local and national LMI to help inform their future career decisions |
| 5 | Careers information to be available for students and parents on the relevant platforms – Firefly, newsletters, social media and website |

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| **Fowey River Academy:**  **Career Leader Name: Louise Ghillyer and Louisa McHardy** | **Date Strategic Careers Plan Created**:  March 2022 | | **Date approved by SLT:**  **March 2022** | **Date approved by Governors:**  **May 2022** | | **Proposed Review Date:**  **March 2025** |
|  | | **Strategic Careers Plan - Academic Years: 2023 – 2025** | | | | |
| **Objectives**  *1.* | **Actions, including CPD**  **Review benchmarks and start to embed. Research the use of Compass+**  **Review of CRL programme to review where each benchmark can be strengthened**  **Improved information sharing of programme and evidenced use of all benchmarks to parents and students**  **Year on year improvement of use of Gatsby benchmarks** | | **Responsible**  *LG/LMCH*  *LG/LMCH/SLT/*  *HOS*  LG/LMCH/SLT/IT  LG/LMCH | **Time**  **Compass plus training booked for 30.03.22**  **Career Leaders weekly meetings.**  **Ongoing communication via Staff briefings**  **Information sharing to tutors, Head of Subjects, SLT and Governors**  **September academic year 2022/2023**  **By September of academic year 2022/2023, revised CRL programme to be on website**  **By September 2023/2024 improved careers learning information on website and Firefly**  **By March 2024** | **Outcomes**  *Evidence for all the Gatsby benchmarks*  *Improved data collection and evidence of use of Gatsby benchmarks*  *Improved CRL programme which should strengthen and help work towards other key objectives*  *Each benchmark will have been reviewed and additional interventions, schemes of work etc will be in place to strengthen each benchmark*  *Parents and students will have all relevant information to allow them to support each other to make more informed choices for transition to college*  *Year on year improvements of use of the Gatsby benchmarks evidenced by Compass and Compass+* | **Progress**  **Underway** |
| **2.** | **CRL Programme to include methods of evaluation to ensure we can review the impact of all aspects of the CRL programme**  **Review and evaluation of all platforms used by student – such as START, Career pilot, Amazing Apprenticeships and Your Game Plan** | | LG/LMCH  LG/LMCH | **Immediately and on-going.**  **Feedback questionnaires to be used where appropriate to help evaluate schemes of work/and or workshops/drop down days etc**  **Academic Year 2022 – 2024 reviewed annually** | *Evidence for Gatsby 1 & 3*  *To have evidence of which areas of our CRL programme is effective and which aspects we need to remove or improve. Particularly areas of the programme which we have to pay for*  *Effective evaluation will give us the opportunity to share the positives to staff, students, parents and employers*  *To ensure that students are using these platforms effectively and finding them useful. Students will have a good evidence base to demonstrate their career journey which they can take with them to the next stage, as well as giving them the skills and knowledge to make an informed decision* | **Underway** |
| **3.** | **To ask faculties and subject leads if there is a staff member who would be interested in becoming a Careers Champion**  **To ensure that CGS Managers and Heads of Year are aware of their role in relation to careers related learning**  **To incorporate careers related learning within the curriculum**  **Extend into extra- curricular activities** | | SLT/LG/LMCH  HOY/LG/LMCH  HOS/SLT/LG/LMCH  LMCH | **To ask if any staff are interested in Careers ready for academic year 2022/2023**  **LG/LMCH to speak to their relevant CGS Manager HOY and Head of School ready for academic year 2022/2023**  **For career related learning to be included in any discussion or decisions made around Curriculum 22. By the end of 2022**  **To explore resources and information to be able to offer an extracurricular option for careers. Ready for Academic Year 2022/2023** | *Evidence for Gatsby Benchmark 2, 3 & 4*  *Careers within the curriculum will lead to greater awareness of how the curriculum and subject relates to the world of work*  *Career conversations will become common place within all areas of learning and across the school*  *Gives students additional time and space to explore careers. It gives an opportunity to tailor the club to certain students or student groups and support learning, thinking and planning* |  |
| **4.** | **To use the expertise and community links within the Local Academy Committee**  **To utilise the links that our local Enterprise Coordinator has**  **Utilise skills and expertise from our parents and carers**  **Strengthen our Alumni network** | | LAC/LMCH  LG/LMCH  LG/LMCH/LAC  LMCH | **To speak to LAC members to help facilitate CRL within the school setting such as interview techniques or job carousels – May 2022 and thereafter**  **To discuss this at our regular meetings with the Enterprise Coordinator**  **Use our community and parents skills and experience of the work place to strengthen our Employer encounter**  **Starting in April 2022 at Celebration Evening to collect details of any leavers last year who might be interested in registering for our Alumni programme** | *Evidence for Gatsby benchmark 2, 3, 4, 6 & 7*  *Improve links with employers and external agencies to give our students a varied and wide exposure of the world of work and enhance their career learning to allow them to see the options available*  *Improve the links with the community and bring the community into the school*  *Give our ex – students the opportunity to share their journey and pass this onto our current students. Our Alumni can also be utilised to strengthen careers lessons for example in STEM* | **Underway** |
| **5.** | **Discuss with IT team/Community Enterprise Co-ordinator how website can be improved and who is trained/needs to be trained to make these changes**  **Updates to be made to website and Firefly to be more user friendly and to contain all relevant careers related information for students and parents**  **Ensure relevant platforms such as START, Your Game Plan, Career Pilot, Amazing Apprenticeships and Your Game plan are available on website**  **Investigation of Skills Builder** | | LMCH  LG/LMCH/IT/SLT  LG/LMCH | **Academic Year September 2022/2023**  **Academic Year 2022/20323 & 2023/2024**  **Review to start immediately and methods of review and evaluation to be ready by September 2022/2023**  **To discuss at next meeting with Local Enterprise Advisor** | *Evidence for Gatsby benchmarks 1, 2, 3 and 4 and 5*  *Trained or identified member of staff who is able to start making the changes to the website*  *Students, parents, employers and staff will have an access to accessible resources and information regarding Careers related learning*  *Students should have access and be using the most relevant platforms to help them gain the skills and knowledge they need* |  |