

FOWEY RIVER ACADEMY

CAREERS INFORMATION

THE TEAM

Governors and SLT	Mr B Eddy Headteacher
Senior Leader and Line Manager	Mrs L Ghillyer
Local Academy Committee Governor Link	Mr G Dawson
SENCO	Mrs V Rolls/Mrs L Davies
Curriculum Leader for PHSE	Mrs L Ghillyer
Level 6 Careers Leader	Mrs L McHardy
Level 6 Careers and Development Adviser	Mrs L McHardy
CGS Managers	Mrs L McHardy, Mrs B White, Mrs K Lefley
Heads of Year 7 – 11	Mr M Waters, Mr S Bayes, Mr S Neave, Mr G Randall, Miss S Renfree

INTRODUCTION

The aims of the careers related programme at Fowey River Academy is to provide students with the information and opportunities they require to enable them to make informed decisions about their future learning or career. The importance of careers education and guidance has never been greater due to significant and ongoing changes in education, training and employment. Young people face an increasingly complex and challenging employment landscape

Aims

We aim and continue to work towards the **Gatsby Benchmarks** developed by the Gatsby Foundation. Using these benchmarks we aim to provide a quality careers provision for the students at Fowey River Academy; as well as giving us the opportunity to identify areas for improvement and development which has been identified in our current strategic plan included in this document.

We are fully committed to working towards and fully achieving these benchmarks.

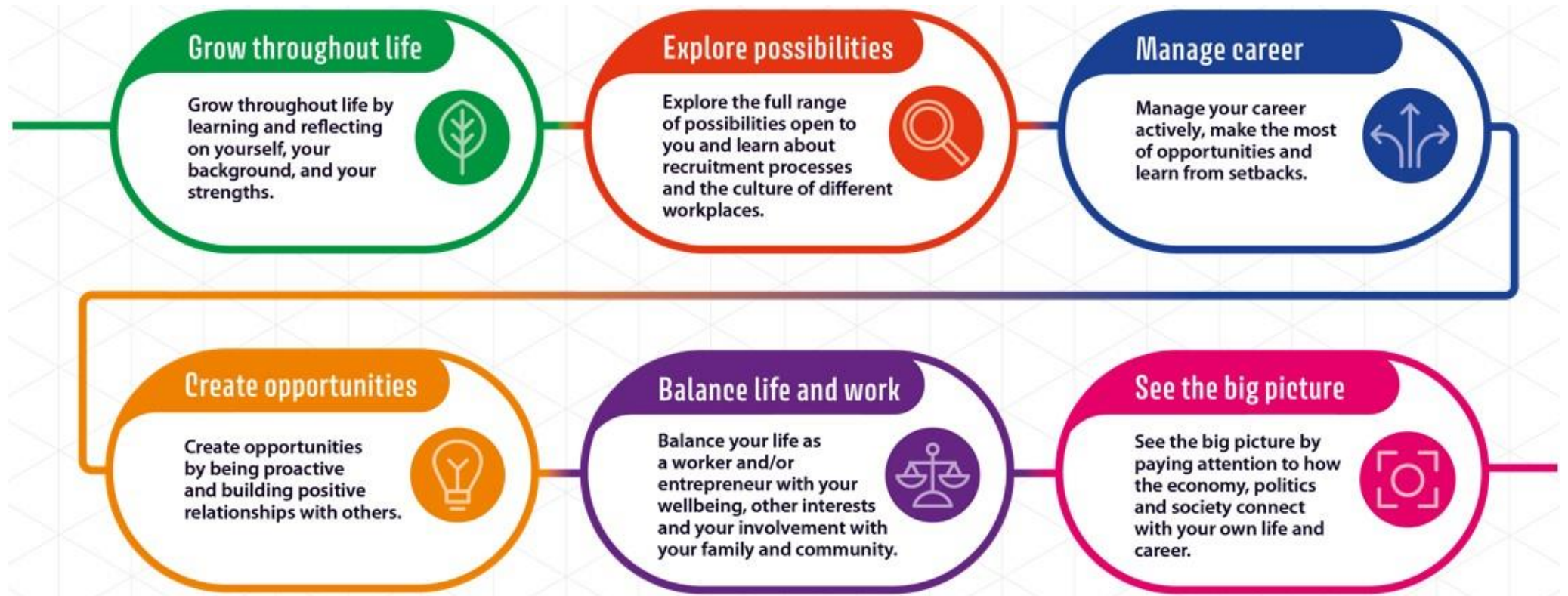
The eight Gatsby Benchmarks of Good Career Guidance are:

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

At Fowey River Academy we also use the CDI Careers Development Framework. This framework helps staff and students to clarify the skills, knowledge and attitudes that individuals need to have a positive career. The framework describes six learning outcomes that our careers related programme should focus on when developing the programme and planning activities

THE CDI CAREER AND DEVELOPMENT FRAMEWORK

The six learning areas



FOWEY RIVER ACADEMY - STRATEGIC CAREEERS PLAN 2024 – 2026

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

School's Vision Statement

Our vision has FRA students at the heart of 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

Compass - Current Compass Score:	Please see most recent Compass Evaluation
Compass - Priority Benchmarks:	<ol style="list-style-type: none"> 1. A stable Careers Programme 3. Addressing the needs of each pupil 4. Linking curriculum learning to careers 7. Encounters with Further and Higher Education including Independent Training Advisers
LMI - Local and Regional Context:	https://www.lmiforall.org.uk/explore_lmi/learning-units/sources_of_lmi/

Strength of Careers Provision SOAR

<u>Strengths</u>	<u>Opportunities</u>
<p>Policy in place</p> <p>CRL Programme in place</p> <p>Gatsby benchmarks and CDI framework being linked to CRL programme</p> <p>Careers Leader and Level 6 Careers and Development Advisor in place</p>	<p>More 1:1 independent Career Advice Sessions</p> <p>Improved CRL Programme – to include all the Gatsby benchmarks and ensure this is being carried out</p> <p>More staff to be trained</p> <p>More use of LMI</p> <p>Careers champion in each faculty</p>

<p> Appointment of link governor Opportunity to have independent careers advice including provision for our SEND students via CSW Work experience in Year 10 in place Good links with FE Colleges Good relationships with colleges, CSW, Job Centre Plus, Next Steps South West, and NCS. Good links with the Enterprise Coordinator East Cornwall, Careers Hub Fowey Futures Careers Hub now in place 7 Employer Encounters Careers now part of PHSE Careers programme progression from KS3 to KS4 </p>	<p> Improved communication with parents Improved evaluation and feedback from Students, parents and staff Improved monitoring and recording and tracking of each students career interventions More focus and emphasis on aspects of learning such as Careers Weeks, Apprenticeships </p>
<p style="text-align: center;"><u>Aspirations</u></p> <p> 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 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 Career Week and Planned drop down days planned annually and in place </p>	<p style="text-align: center;"><u>Results</u></p> <p> 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 </p>
<p>Key priority/action areas from SOAR:</p>	

LMI
Alumni
Career Week and planned drop down days
Staff training
Faculty involvement – Careers Champions
Further 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

FOWEY RIVER ACADEMY Strategic Careers Plan

Plan put in place – September 2024

Date of next review: July 2026

Fowey River Academy : Key Strategic Objectives	
1	A stable Careers Programme
2	Addressing the needs of each pupil
3	Linking curriculum learning to careers
4	Encounters with Further and Higher Education including Independent Training Advisers

Fowey River Academy:	Date Strategic Careers Plan Created:	Date approved by SLT:	Date approved by Governors:	Proposed Review Date:
Career Leader Name: Louisa McHardy	July 2024	September 2024	September 2024	July 2026

Strategic Careers Plan - Academic Years: 2024 – 2026

Objectives	Actions, including CPD	Responsible	Time	Outcomes	
1.	Gatsby Benchmark 1 – A stable careers programme				
	To ensure out whole school careers programme is aimed specifically for teachers and resources to be made available to them via the relevant IT platforms	LMCH/IT	Ongoing and in place by July 2026	<i>Accurate assessment of the Gatsby benchmarks</i>	January 2025
	To ensure effectiveness of the careers programme using systematic feedback from teachers and parents/carers to allow us to assess impact of the programme	LMCH/Teaching Staff and Parents	Ongoing and in place by July 2026	<i>Raising aspirations of students by providing them with a careers programme which gives them the tools, help and advice to support them in their next steps</i>	October 2024
				<i>Students will be supported with the available resources and</i>	

	Updates and impact to be reflected in our Compass Evaluation	LMCH/Careers and Enterprise Adviser	Ongoing – termly meetings to undertake Compass Evaluations	<p><i>teachers will have access to the relevant information, resources and employers to support the careers programme</i></p> <p><i>Teachers and parents to be able to provide feedback to allow FRA to evaluate the impact of the programme</i></p> <p><i>Ensure Gatsby Benchmarks 1-8 using the Compass Evaluation tool</i></p> <p><i>Evaluation and impact report to be produced for the Headteacher and Local Academy Committee to review successes and next steps</i></p>	December 2024
2.	<p>Gatsby Benchmark 3 - Addressing the needs of each pupil</p> <p>Keeping systematic records of each pupils experience of career and development experiences</p>	LMCH/Teaching staff	<p>All action plans are being recorded on CPOMS – achieved</p> <p>Ongoing throughout each</p>	<p><i>All action plans and meeting notes to be recorded on CPOMS</i></p> <p><i>All career interventions, visits, workshops to be</i></p>	Oct 2024

			academic year. Review Termly in line with the Compass evaluation	<i>recorded on Compass+</i> <i>Introduction and use of Career Pilot to allow all students to have access to up to date LMI information. To allow each student to have a central point for recording their career journey</i>	
3.	Gatsby Benchmark 4 - Linking curriculum learning to careers	LMCH/Head of Faculty and SLT	<p>Introduction of FRA Careers Week – careers and careers learning to be included within the curriculum via specific lessons</p> <p>Careers to continue to be part of the PHSE curriculum and utilised when appropriate</p> <p>Staff questionnaire to be sent to ask what resources and lessons plans are required for the week and within lessons across the year.</p> <p>To build on employer links and invite more employers into relevant lessons and subject areas.</p> <p>To utilise the outreach programmes from our further</p>	<p><i>Careers will be embedded into the subject areas and curriculum at FRA. This will be demonstrated by use of lesson plans and feedback from staff and students</i></p> <p><i>Improved communication and information on what staff need in relation to careers education within their subject area</i></p> <p><i>Staff to be more aware of local employers they can use within their faculty areas</i></p>	<p>May 2025</p> <p>Termly</p> <p>Jan 2025</p>

			<p>and higher education establishments to work with specific subject areas</p> <p>To expand and utilise our Alumni in lessons and subject areas</p>	<p><i>Raising aspirations for students and allowing careers to be further embedded in the curriculum</i></p>	<p>May 2025</p>
4.	Gatsby Benchmark 7 - Encounters with Further and Higher Education including Independent Training Advisers	LMCH/SLT links/ Head of Year	<p>To continue to invite Further Education Colleges into school on a regular basis and extend throughout Year 7 – 11</p> <p>To improve the encounters of Higher Education by utilising their outreach programmes To expand and utilise our Alumni in lessons and subject area.</p> <p>To ensure that further education colleges are invited to parents evenings and relevant information evenings</p> <p>To contact independent training providers to attend parents evening/and or relevant information evenings</p>	<p><i>Raising aspirations for all our students</i></p> <p><i>Giving them the relevant help, support and guidance to help them make informed choices about their next steps.</i></p> <p><i>Improve our careers education programme</i></p> <p><i>Improving careers information for our students and parents</i></p> <p><i>To allow us to receive feedback on the impact of these interactions</i></p>	<p>Dec 2024</p> <p>Dec 2024</p>

FOWEY RIVER ACADEMY CALENDER OF CAREERS ACTIVITIES AND EVENTS

Group	Careers and work-related education activities	Gatsby Benchmark	CDI Framework	Careers information, advice and guidance
Year 7	<ul style="list-style-type: none"> ● Introduction into careers exploration – designated tutor group sessions ● Introduction to College and College life/exploring possibilities – Local Further Education College visits in assemblies ● Development of aspirations, self-awareness and personal development during PHSE classroom activities ● Exploring the World of Work – Careers Day delivered by DWP 	<p>Gatsby 2,3,4,</p> <p>Gatsby 2,3,4,5,7</p> <p>Gatsby 2,3,4,5,</p> <p>Gatsby 2,3,5</p> <p>Gatsby 2,3,4,5,7</p>	<p>Explore Possibilities, See the big picture</p> <p>Explore possibilities, See the big picture, Grow throughout life</p> <p>Explore possibilities See the big picture Grow throughout life</p> <p>Explore possibilities See the big picture Grow throughout life Create opportunities</p> <p>Explore possibilities</p>	<ul style="list-style-type: none"> ● Access to 1:1 information, advice and guidance with FRA Careers Adviser. ● Employer visits during drop down days and assemblies ● Career drop in sessions with Careers Advisor ● Employer visits and talks – advertised and promoted through Lesson 6 and drop in sessions ● Alumni visits – assemblies, subject areas and Period 6 sessions

	<ul style="list-style-type: none"> • Careers in the Curriculum where can this subject take me – FRA Careers Week • National Careers Week • National Apprenticeship week • T Levels • Assemblies – Army, Navy, RAF 	<p>Gatsby 2,3,4,5</p> <p>Gatsby 2,3,4,5</p> <p>Gatsby 2,3,4,5</p> <p>Gatsby 2,3,4,5</p>	<p>See the big picture</p> <p>Grow throughout life</p> <p>Explore possibilities</p> <p>Create opportunities</p> <p>See the big picture</p>	<ul style="list-style-type: none"> • Tutor and subject teacher support via tutor sessions and lessons
Year 8	<ul style="list-style-type: none"> • Careers exploration – designated tutor group sessions. • Further Education College visits – Assembly sessions • Development of aspirations, self-awareness and personal development during PHSE classroom activities • Exploring the World of Work – Careers Day delivered by DWP • Careers in the Curriculum where can this subject take me – FRA Careers Week 	<p>Gatsby 2,3,4</p> <p>Gatsby 2,3,4,7</p> <p>Gatsby 2,3,4</p> <p>Gatsby 2,3,4</p> <p>Gatsby 2,3,4,5,7</p>	<p>Explore Possibilities,</p> <p>See the big picture</p> <p>Explore possibilities,</p> <p>See the big picture,</p> <p>Grow throughout life</p> <p>Explore possibilities</p> <p>See the big picture</p> <p>Grow throughout life</p> <p>Grow throughout life</p> <p>Explore possibilities</p> <p>Manage career</p> <p>Explore possibilities</p> <p>See the big picture</p> <p>Manage Career</p>	<ul style="list-style-type: none"> • Access to 1:1 information, advice and guidance with FRA Careers Adviser. • Employer visits during drop down days and assemblies • Career drop in sessions with Careers Advisor • Employer visits and talks – advertised and promoted through Lesson 6 and drop in sessions

	<ul style="list-style-type: none"> • National Careers Week • National Apprenticeship week • T Levels • Assemblies – Army, Navy, RAF 	<p>Gatsby 2,3,4,5</p> <p>Gatsby 2,3,4,5</p> <p>Gatsby 2,3,4,5</p> <p>Gatsby 2,3,4,5</p>	<p>Explore possibilities</p> <p>Create opportunities</p> <p>See the big picture</p>	<p>Alumni visits – assemblies, subject areas and Period 6 sessions</p> <ul style="list-style-type: none"> • Tutor and subject teacher support via tutor sessions and lessons
Year 9	<ul style="list-style-type: none"> • Next steps – Routes into further education – FE College visits via assemblies • FE Colleges invited to information and parents evenings • Development of aspirations, self-awareness and personal development during PHSE classroom activities • Linking GCSE subjects to careers – designated tutor group sessions • Finance and Budgeting – delivered by DWP 	<p>Gatsby 2,3,4,7</p> <p>Gatsby 2,3,4,7</p> <p>Gatsby 2,3,4</p> <p>Gatsby 2,3,4</p> <p>Gatsby 2,3,5</p>	<p>Explore possibilities, See the big picture, Grow throughout life</p> <p>Explore possibilities, See the big picture, Grow throughout life</p> <p>Explore possibilities, See the big picture, Grow throughout life</p> <p>Manage Career</p> <p>Explore possibilities, See the big picture, Grow throughout life</p> <p>Explore possibilities, See the big picture,</p>	<ul style="list-style-type: none"> • Access to 1:1 information, advice and guidance with FRA Careers Adviser. • Employer visits during drop down days and assemblies • Career drop in sessions with Careers Advisor • Employer visits and talks – advertised and promoted through Lesson 6 and drop in sessions • FRA Careers Adviser to be available at information and parents evening

	<ul style="list-style-type: none"> Options – subjects into jobs – linking future career aspiration with option choices – Careers Drop Down Day – FRA Careers Adviser Careers in the Curriculum where can this subject take me – FRA Careers Week National Careers Week National Apprenticeship week T Levels Assemblies – Army, Navy, RAF Army Elite Skills Academy and Careers Presentation 	<p>Gatsby 2,3,4,8</p> <p>Gatsby 2,3,4,5,7</p> <p>Gatsby 2,3,4,5</p> <p>Gatsby 2,3,4,5</p> <p>Gatsby 2,3,4,5</p> <p>Gatsby 2,3,4,5</p> <p>Gatsby 2,4,5,6</p>	<p>Explore possibilities, See the big picture,</p> <p>Explore possibilities See the big picture Manage Career</p> <p>Explore possibilities See the big picture Manage Career Create Opportunities</p>	<ul style="list-style-type: none"> 1:1 options support from FRA Careers Adviser Alumni visits – assemblies, subject areas and Period 6 sessions Tutor and subject teacher support via tutor sessions and lessons
Year 10	<ul style="list-style-type: none"> Next steps – Routes into further education – FE College visits via assemblies FE Colleges to be invited to information and parents evening Independent Training Providers to be invited to information and parents evening 	<p>Gatsby 2,3,4,7</p> <p>Gatsby 2,3,4,7</p> <p>Gatsby 2,3,4,5</p>	<p>Explore possibilities, See the big picture, Grow throughout life</p> <p>Explore possibilities, See the big picture, Grow throughout life</p> <p>Explore possibilities, See the big picture, Grow throughout life</p>	<ul style="list-style-type: none"> Access to 1:1 information, advice and guidance with FRA Careers Adviser. Employer visits during drop down days and assemblies Career drop in sessions with Careers Advisor

	<ul style="list-style-type: none"> • Development of aspirations, self-awareness and personal development during PHSE classroom activities • Employability skills – Careers drop down day – delivered by DWP • CV Writing – Careers drop down day – delivered by DWP • Mock Interviews – Careers drop down day – delivered by FRA, DWP and Local Business Partners • Fowey Harbour Open Day – Maritime Careers • Work Experience – Health and Safety Workshops • The do’s and don’ts of Work Experience – delivered in designated tutor sessions • Work Experience Week 	<p>Gatsby 2,3,4</p> <p>Gatsby 2,3,8</p> <p>Gatsby 2,3,8</p> <p>Gatsby 2,3,5,8</p> <p>Gatsby 2,4,5,6</p> <p>Gatsby 3,6,8</p> <p>Gatsby 2,3,6</p> <p>Gatsby 2,3,4,5,6</p>	<p>Explore possibilities, See the big picture, Grow throughout life Manage Career</p> <p>Grow throughout life Explore possibilities Create Opportunities Manage Career Balance Life and Work See the big picture</p> <p>Explore possibilities Create Opportunities</p> <p>Grow throughout life</p> <p>Grow throughout life</p> <p>Grow throughout life Explore possibilities</p>	<ul style="list-style-type: none"> • Employer visits and talks – advertised and promoted through Lesson 6 and drop in sessions • Alumni visits – assemblies, subject areas and Period 6 sessions FRA Careers Adviser support with Work Experience applications and placements • Tutor and subject teacher support via tutor sessions and lessons
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	<ul style="list-style-type: none"> • Careers in the Curriculum where can this subject take me – FRA Careers Week • National Careers Week • National Apprenticeship week • T Levels • Assemblies – Army, Navy. RAF • Callywith College – Taster Day • Cornwall College – Taster Day Careers Fest • Army Elite Skills Academy and Careers Presentation 	<p>Gatsby 2,3,4,5,7</p> <p>Gatsby 2,3,4,5</p> <p>Gatsby 2,3,4,5</p> <p>Gatsby 2,3,4,5</p> <p>Gatsby 2,3,4,5</p> <p>Gatsby 3,4,7</p> <p>Gatsby 3,4,7</p> <p>Gatsby 2,4,5,6</p>	<p>Create Opportunities</p> <p>Manage Career</p> <p>Balance Life and Work</p> <p>See the big picture</p> <p>Explore possibilities</p> <p>See the big picture</p> <p>Manage Career</p> <p>Explore possibilities</p> <p>Create opportunities</p> <p>See the big picture</p> <p>Manage Career</p>	
Year 11	<ul style="list-style-type: none"> • Next steps – Routes into further education – FE College visits via assemblies • FE College Open Day and Open Evening Events 	<p>Gatsby 2,3,4,7</p> <p>Gatsby 7,8</p>	<p>Explore possibilities,</p> <p>See the big picture,</p> <p>Grow throughout life</p> <p>Manage Career</p> <p>Explore possibilities,</p>	<ul style="list-style-type: none"> • Access to 1:1 information, advice and guidance with FRA Careers Adviser.

	<ul style="list-style-type: none"> • FE Colleges to be invited to information and parents evening • Independent Training Providers to be invited to information and parents evening • Development of aspirations, self-awareness and personal development during PHSE classroom activities • Fowey Harbour Open Day – Maritime Careers • Duchy College Taster Day • Apprenticeship Workshops – Delivered by ASK 	<p>Gatsby 2,3,4,7</p> <p>Gatsby 2,3,4,5</p> <p>Gatsby 2,3,4</p> <p>Gatsby 2,4,5,6</p> <p>Gatsby 3,4,7</p> <p>Gatsby 2,3,4,</p> <p>Gatsby 2,3,4,5,7</p>	<p>See the big picture, Grow throughout life Manage Career</p> <p>Explore possibilities, See the big picture, Grow throughout life</p> <p>Explore possibilities, See the big picture, Grow throughout life Manage Career</p> <p>Explore possibilities Create opportunities</p> <p>Explore possibilities Create opportunities See the big picture Manage Career</p> <p>Explore possibilities See the big picture Grow throughout life Manage Career</p>	<ul style="list-style-type: none"> • Employer visits during drop down days and assemblies • Career drop in sessions with Careers Advisor • Employer visits and talks – advertised and promoted through Lesson 6 and drop in sessions • Support with 16+ Forms with FRA Careers Adviser • Targeted support sessions for applications to college <p>Alumni visits – assemblies, subject areas and Period 6 sessions</p> <ul style="list-style-type: none"> • Tutor and subject teacher support via tutor sessions and lessons
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	<ul style="list-style-type: none"> ● Careers in the Curriculum where can this subject take me – FRA Careers Week ● National Careers Week ● National Apprenticeship week ● T Levels ● Assemblies – Army, Navy. RAF ● Army Elite Skills Academy and Careers Presentation 	<p>Gatsby 2,3,4,5</p> <p>Gatsby 2,3,4,5</p> <p>Gatsby 2,3,4,5</p> <p>Gatsby 2,3,4,5</p> <p>Gatsby 2,4,5,6</p>	<p>Explore possibilities</p> <p>See the big picture</p> <p>Manage Career</p> <p>Explore possibilities</p> <p>Create opportunities</p> <p>See the big picture</p> <p>Manage Career</p>	
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AGREEMENTS WITH PROVIDERS

Name of Provider	Contact information	Services to be provided	Financial agreement	Notes
Cornwall College	Naomi Solomon naomi.solomon@cornwall.ac.uk	Transition support College Visits Assemblies – all year groups Information and Parents Evenings	No cost	
Truro College	Helena Newton helenanewton@truro-penwith.ac.uk	Transition support College Visits Assemblies – all year groups Information and Parents Evenings	No cost	
Callywith College	Charli Hanney charlih@callywith.ac.uk Sammie Swabey sammies@callywith.ac.uk	Transition support College Visits Assemblies – all year groups Information and Parents Evenings	No cost	
CSW	Martin Grigg martin.grigg@cswgroup.co.uk	Destination report 1:1 Support for EHCP, SEN, Vulnerable Students, In Care and Dual Registered Students	No cost	Partnership agreement reviewed annually

Careers and Enterprise Company	Lucy Wooldridge lucy.wooldridge@cornwall.gov.uk	Support with all aspects of our careers related programme Support with Compass Plus and Compass evaluations Support with meeting the Gatsby Benchmarks	No cost	
Employer Enterprise Adviser	James Goudie	Support with all aspects of careers events in school	No cost	
Job Centre Plus – Department of Works and Pension	Crutchley Sarah JCP School's Advisor Cornwall SARAH.CRUTCHLEY1@dwp.gov.uk Scrace Charmaine DWP School Advisor Cornwall CHARMAINE.SCRACE@dwp.gov.uk	Support with Employability Skills, CV Writing, Mock Interviews. Support and 1:1 Advice for Work Experience Applications Career related drop down days – World of Work, Budgeting and Finance	No cost	
ASK – Amazing Apprenticeships	George Slater George.Slater@cornwall.gov.uk	Apprenticeship Information Assemblies, Parents Evenings and Information Evenings. Apprenticeship workshops	No cost	