



Careers Strategy

September 2024

Haven High

Authored by: Miss T Gallagher

Introduction

Purpose of the Careers Strategy

The Careers strategy is produced, coordinated, and delivered by the Careers Lead and approved by the Headmaster of Haven High.

This is a working document that outlines and summarises Haven High Careers Education, Information, Advice and Guidance (CEIAG) provision and the plans on how we are going to meet our vision and objectives.

This document is informed by statutory guidance and several key documents as listed below.

This document is published on the school's website and is accessible to all stakeholders.

- Careers guidance and access for education and training providers – DfE September 2022
- Good Careers Guidance - The Gatsby Foundation 2013 and Compass
- Careers, employability and Enterprise framework, CDI April 2021
- The Education Act 2011 Duty to secure independent and impartial careers guidance for young people in schools – statutory guidance for head teachers, school staff, governing bodies, and local authorities - DfE March 2012
- Quality in Careers Standard and Career Mark 7.

Author

Miss Gallagher

Approved by:

Headteacher

Last reviewed on:

September 2024

Next review due by:

September 2025

Vision - Intent

School vision.

To provide an exceptional, aspirational and inclusive education, driven by ambition, where all members of our community can reach their full potential.

Careers vision.

To empower and enable the students to be ambitious for themselves and their future. To establish the confidence and knowledge to make informed decisions, raise aspirations and increase social mobility.

Haven High Academy has a statutory duty to adhere to the Careers Strategy and the Statutory Guidance published in September 2022

The school will continue to maintain and make progress in all the 8 Gatsby Benchmarks and the Career Mark Award.

Strategic Objectives

- To maintain and progress in meeting all 8 Gatsby Benchmarks
- To retain the Career Mark Quality Award
- To ensure that the Provider Access Legislation is met as stated in the PAL policy (on school website)
- To embed careers learning across all curriculum areas, including tutor time and deliver a careers programme to all year groups.
- Increase parental awareness and interaction with careers and unifrog.
- Maintain and update school website, using the website as a signpost to information.
- Develop an alumnus of support.
- Introduce feedback from students, teaching staff, parents, and governors to ensure analysis of the careers programme can occur.

Operational Objectives

- To raise the aspirations of all students, regardless of ability, background, individual need, so all students can achieve positive destinations.
- For all students and parents to be aware of all post 16 and 18 progression opportunities available to them, including further and higher education, apprenticeships, and employment.
- To build, develop and maintain an employer engagement database from the local labour market to enhance experiences of the workplace for our young people, therefore supporting them to make informed decisions.
- To continue to develop a coordinated method and a collaborative approach to the whole school careers programme.

Current State

Staffing includes one full time member of staff who has overall responsibility as Careers Lead and Careers Adviser. Careers also benefits from the input from the Governors, SLT, Faculty Heads, the Enterprise Lead and PSHE Lead.

Haven High Academy continues to plan and implement a careers programme across all year groups. This programme is delivered as part of PSHE by subject staff and makes use of the unifrog resources which are fully mapped to meet statutory requirements.

In 2022, the hard work was acknowledged when the school was allocated the Career Mark Award in recognition for efforts in implementing the Gatsby Benchmarks. This award recognises excellence in careers, employability, and enterprise. The award is due for revalidation in 2024.



Work Experience continues to be offered to year 10 students with the opportunity to undertake 1 week work experience.

Careers related activities and trips take place throughout the academic year.

Appendix One highlights a SWOT analysis of current situation.

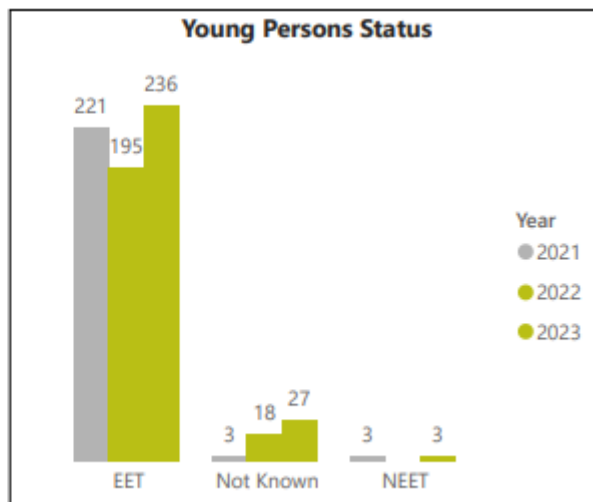
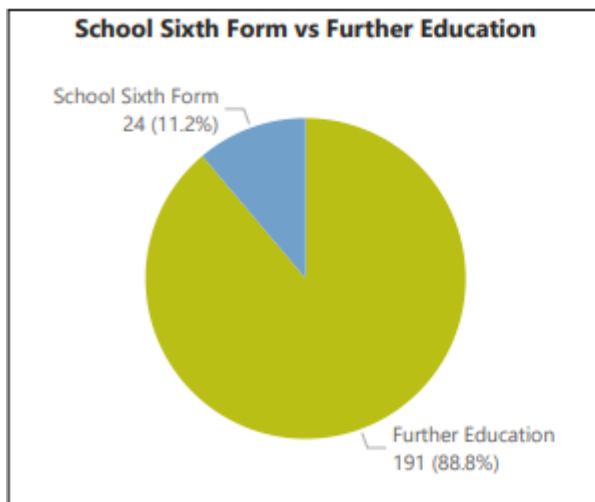
Gatsby Benchmarks

A compass evaluation is carried out 3 times a year with our Enterprise Advisors and LEP lead and support, this serves to assess how we are performing against all 8 benchmarks and informs our planning and development. The end of year evaluation can be seen in **Appendix 2**.

Destination Data

Last year our year 11 students progressed to a variety of destinations:

Situation Name	2021	2022	2023
Apprenticeship	8	6	6
Employment with Training	2	1	6
Employment without Training	2		1
Further Education	167	167	191
NEET Available	3		2
NEET Not Available			1
Not Known	3	18	27
Other Training	1		1
School Sixth Form	35	17	24
Work Experience Not Paid	6	4	7
Total	227	213	266



Development Plan

Using the results of our compass evaluation 2023/24 we can see current provision and highlight area for development, these areas will also contribute to our overall objectives and vision/intent for Careers at Haven High in 2024/25.

Goal	Development
1.	<ul style="list-style-type: none">To review the learning outcomes of careers and LMI related lessons to ensure fit for purpose.
2.	<ul style="list-style-type: none">To improve working professional partnership with both, SEND and Attendance teams, improve dialogue and referral systems of support for individual students and keep coordinated records of support.
3.	<ul style="list-style-type: none">To empower and engage all staff with Benchmark 4 in their curriculum areas.
4.	<ul style="list-style-type: none">To establish and implement a more effective referral system for personal guidance.
5.	<ul style="list-style-type: none">To embed meaningful employer encounters across all curriculum areas, including careers events and recruitment activities.
6.	<ul style="list-style-type: none">To increase employer encounter/mentoring with EAL students, at risk of NEET to improve apathy towards programme.
7.	<ul style="list-style-type: none">To improve parental engagement and communication regarding post-16 provision providers.

Monitoring, Review and Evaluation - Impact

The careers programme (**see Appendix 3**) at Haven High is delivered through a variety of activities including timetable lessons as part of tutor time, PHSE and within all curriculum areas. Students are given bespoke opportunities, activities and events ran by external agencies, businesses, and employers.

By having a structured programme of events, monitoring and evaluation will allow the careers team and teaching staff to plan effectively. At present the evaluation of careers activities and lessons is implemented through the following motoring activities:

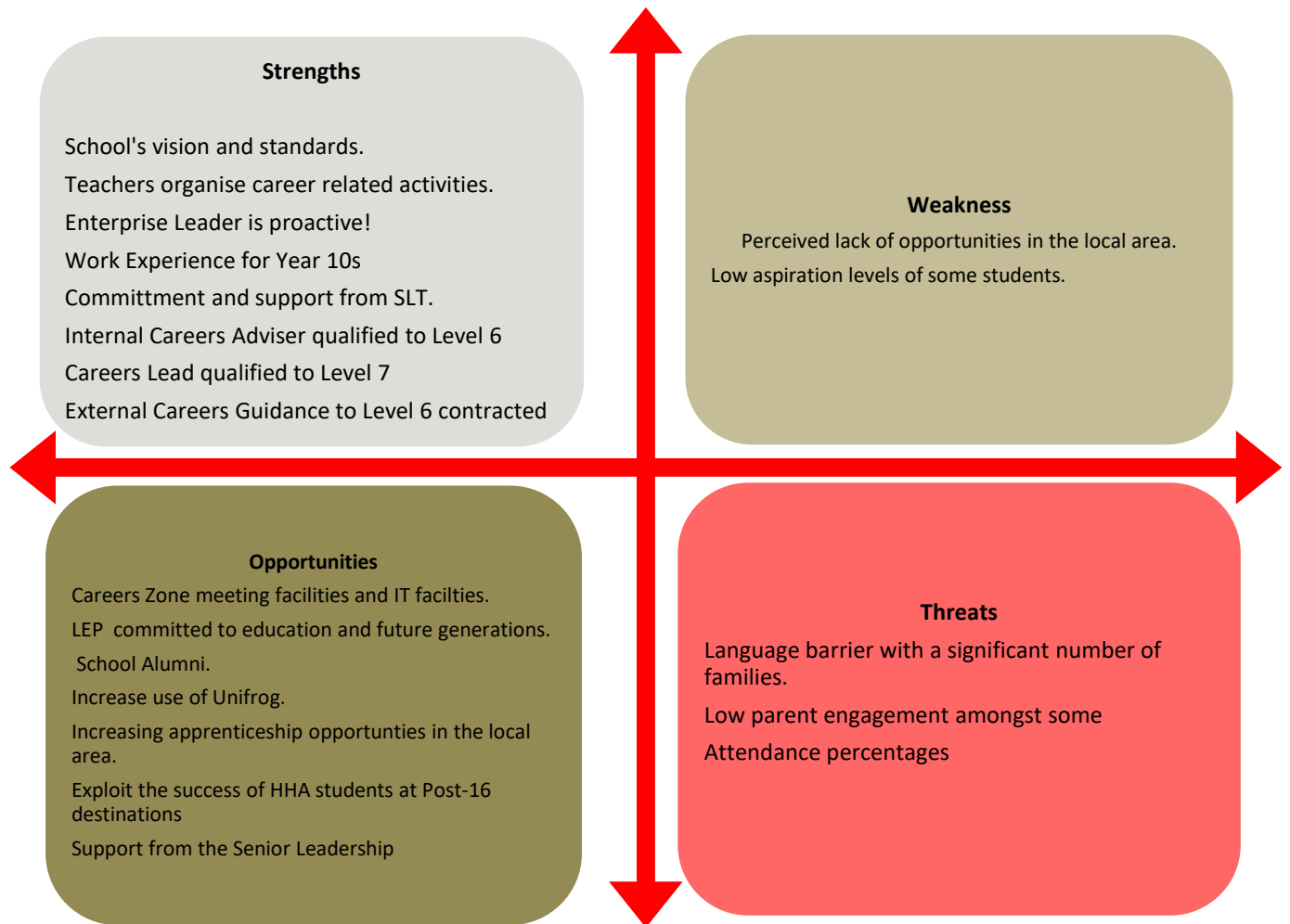
- Questionnaires (managed via Microsoft forms)
- Lesson Observations/Reflective Logs
- Student/Parent Voice
- Informal feedback
- Feedback from employers after events/activities

- Meetings with relevant colleagues, SENCO, PSHE, Enterprise
- Meetings with Assistant head responsible for Personal Development
- Unifrog interaction
- Compass+ Reviews and Student Reports
- Tracking Destinations reports and analysis of any NEET.
- Career Mark Quality Award

Roles and Responsibilities

Name	Title	Main responsibilities
Jenny Cartwright	Assistant Head – Personal Development	To support the careers advisor/lead and develop a whole school approach to personal development which includes Careers
Tracy Gallagher	Careers Adviser/Lead	To ensure implementation of whole school Careers strategy. To co-ordinate personal guidance meetings To support all staff in developing careers links To co-ordinate work experience and relevant admin
Lili Mitchell	Careers Adviser (External)	To conduct and hold careers meetings to relevant students
Rachel Sanderson and team	SENCO	To liaise with careers on the provision and support for students with additional needs, including any students at alternative provision
Donna Garrard	LEP enterprise Co-ordinator	Supporting the school in achieving Gatsby benchmarks Supporting employer engagement for careers and enterprise activities
Liz King	Enterprise Adviser	To be a support and to help suggest areas for development
TBC	Link Governor	To be aware of governors' responsibilities in relation to Careers

Appendix 1 - Institutional Analysis



Appendix 2 - Gatsby Benchmarks Progress

This graph shows your latest evaluation results along with your progress and how your plans are impacting your Compass score.

Gatsby Benchmark	Latest Evaluation	Total achievement
1-A stable careers programme	100%	100%
2-Learning from career and labour market information	100%	100%
3-Addressing the needs of each pupil	100%	100%
4-Linking curriculum learning to careers	87%	87%
5-Encounters with employers and employees	100%	100%
6-Experiences of workplaces	75%	75%
7-Encounters with further and higher education	90%	90%
8-Personal guidance	100%	100%

■ Reached 1% - 99% ■ Reached 100%

This report was generated from Compass+ for Haven High Academy, by Tracy Gallagher on September 25th 2024 at 11:21.

If you think there is something wrong with the content of this report, please contact us at compassplus@careersandenterprise.co.uk.

Appendix 3 - Careers Programme

Purpose and Aim

The aim of Careers is to provide students with the opportunity to engage in a range of activities that will contribute to their knowledge and understanding of the world of work and the qualification pathways suitable for students' individual needs. The Academy is committed to not just fulfilling its statutory requirements in this area but providing for student exceptional support and guidance throughout their time at Haven High.

Methods

The delivery of Careers will achieve these goals by providing a range of opportunities that enhance the curriculum.

- Promoting awareness and understanding of self-awareness and skill sets.
- Promoting awareness and understanding of the workplace.
- Empowering students to plan and manage their own futures.
- Offering a responsive service that utilises IT and allows for face-to-face guidance.
- Relating skills, attitudes and knowledge learned in the classroom to the wider world.
- Developing personal and social skills.
- Providing informed and impartial guidance.
- Maintaining effective links with LincHigher, LEP, and local businesses.

Delivery Methods

Effective use of various delivery methods is key.

- ✓ Academy website.
- ✓ Academy social media, including teams.
- ✓ PHSE lessons.
- ✓ Career sessions delivered during tutor time.
- ✓ Assemblies.
- ✓ Parental Engagement
- ✓ Face to face in the Careers Zone.
- ✓ Display Boards