

Bloxwich Academy's Careers Plan 2024-2025.

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At Bloxwich Academy we work in partnership with a wide range of educational providers, employers and careers providers to provide a supportive and motivational careers programme for everyone. Our aim is to give every pupil at Bloxwich Academy the best chance at progressing onto their chosen career pathway with support from us every step of the way. We aim to do this by providing an exciting and ever-changing range of careers events and activities that showcase the full range of options available to everyone and helping our pupils to navigate these choices with well-informed, up-to-date and impartial advice and guidance.

We offer careers activities to meet everyone's individual needs and encourage our pupils to broaden their horizons, raise their aspirations, challenge stereotypical thinking and promote equality and diversity for all. At Bloxwich Academy, we take a whole school approach to careers education, with careers provision and support being embedded into the whole curriculum, PSHE provision and each pupil's learning journey. Our careers programme aims to go beyond helping pupils decide on what their next steps should be; it helps pupils to recognise their own strength and interests, and to develop essential life and employability skills that they will take with them through their whole working lives, allowing them to make successful applications to their chosen pathways both now and in the future.

Below is the plan for our careers programme, mapped to the 8 Gatsby Benchmarks of Good Careers Guidance (<https://www.gatsby.org.uk/education/focus-areas/good-career-guidance>).

Benchmark 1: A stable careers programme
<ul style="list-style-type: none">• The careers programme is planned and updated by a member of the Leadership Team. It is published and included on the Academy's website.• Bloxwich Academy will measure and assess the impact of its own careers programme using the Gatsby Benchmarks and the Compass+ tool.• The programme will be evaluated using opinions of providers, pupils, staff and parents/carers.• Funding is allocated annually in the context of whole school priorities and particular needs for Careers Education, Information and Guidance.• The Academy has been part of the Aspire to HE programme, linked with the University of Wolverhampton since 2017.
Benchmark 2: Learning from careers and labour market information
<ul style="list-style-type: none">• Local Market Information (LMI) is included in the careers programme, published on the careers section of the Academy website and additional knowledge is provided by the Careers Adviser.

- Pupils will be informed of updated LMI information through assemblies, PSHE lessons and in their individual careers' interviews.
- Parents and pupils can keep up to date with information about Local Market Information by looking in the careers section on the school website or visiting websites from the National Careers Service and the Careers Enterprise Company.
- The Careers Adviser provides independent careers guidance, including LMI to all Year 10 and 11 pupils and identified groups.
- LMI is included in careers displays in school.

Benchmark 3: Addressing the needs of each pupil

- The careers destination spreadsheet is updated annually. The information is shared with the Leadership Team.
- Our careers programme is designed to support our pupils into the career pathway of their choice. Each student will have tailored advice and support at key transitions.
- We aim to raise the aspirations of all of our pupils, encouraging them to consider a range of pathways at post 16 that will help them to access Higher Education, Higher Apprenticeships and Degree Apprenticeships at post 18.
- Pupils take part in planned careers lessons through PSHE sessions, where pupils learn about the processes of gaining employment, opportunities available to them and the skills needed for different types of work, job roles, further study and careers.
- Pupil planners include information on employability skills.
- The Careers Adviser keeps accurate records of individual careers advice and these are shared with pupils.
- Destinations are collated by a member of the Leadership Team (S. Marrison) with the support of the Careers Adviser.
- The careers programme actively seeks to challenge stereotypical thinking and to raise aspirations.
- Pupils in all year groups will be given the opportunity to identify different career routes, including apprenticeships, university and college courses and local work opportunities. These events take place during subject lessons, PSHE lessons, specialist days, visiting speakers, assemblies and organised events.
- All students have the opportunity to meet and speak with a representative from a university at the annual careers fair.
- Pupils also have the opportunity to visit a Russell Group university to support their future career aspiration, along with visits to other university open days and events, UCAS discovery fairs and the UK University and Apprenticeship Recruitment Exhibition.
- The Wellbeing Centre supports vulnerable groups at key transition points.
- Year 11 pupils meet with the Careers Adviser and the Director of Post-16 to discuss their career plans and to confirm a destination for the end of year 11.
- Sixth Form students are encouraged to attend access programmes, summer schools and university workshops.
- Year 11 pupils are given the opportunity to apply for the National Citizenship Service (NCS) after an assembly by the company.
- Year 11 applicants to post 16 will take part in a taster day, where they experience a day as a sixth form student and attend a lesson in all of their KS5 options to ensure they are making the right choice for them.

Benchmark 4: Linking curriculum learning to careers

- We have a whole school approach to careers where teachers, careers leads, careers adviser and pastoral staff help to support our pupils as they navigate their career pathways.
- Careers learning is incorporated into all subjects, not just PSHE, English, Maths and Science.
- Subject departments are encouraged to have a careers display.
- Annually there are continued professional development sessions dedicated to careers and led by careers lead (S Marrison).
- Each year group has a series of PSHE lessons dedicated to careers, which are tailored to the different stages of their career learning.
- Pupils will experience a series of planned STEM activities either in lessons, workshops or afterschool clubs; these are updated annually (E Stubbley lead).
- Employability and enterprise skills are embedded within the curriculum and developed in all schemes of learning. These develop skills which will encourage pupils to become more effective workers, in a wider range of careers.
- Form tutors teach the allocated careers lessons within the PSHE programme and ongoing training needs are identified for planning and delivering the careers programme.
- The school supports national events - we take part in the National Careers and Enterprise Week annually - where pupils take part in relevant activities.
- Career learning outcomes are identified by the completion of evaluations; either through questionnaires or discussion.
- Heads of House promote and recognise achievements within weekly assemblies and via the school newsletter.

Benchmark 5: Encounters with employers and employees

- All pupils attend our annual careers fair where they meet a range of employers.
- Pupils/students will be provided with opportunities of mentoring (aspire to HE programme), workplace visits, work experience (year 12), enterprise clubs (STEM), employer talks and further and higher education presentations.
- Where appropriate, we will arrange visits from local colleges, work-based education and training providers and universities. This will assist pupils in making an informed decision about their future career.
- Where possible we will continue to develop partnerships with local universities and colleges, apprenticeship providers, local employers and training providers.
- Sixth form students have access to a wider variety of external speakers from local and national employers, professional organisations and higher education representatives (in person and/or virtually).
- The school works in partnership with the Enterprise Adviser Network.

Benchmark 6: Experience of workplaces

- Year 11 pupils are encouraged to attend a university summer school/access programme

- Pupils can learn about work during career presentations given by colleges, apprentices and employers.
- Year 11 pupils will be encouraged to take part in the National Citizenship Scheme: 'The Challenge.' The programme is an initiative that brings together schools, community organisations, businesses and individuals to build a stronger and more cohesive society.
- Older pupils who wish to gain work experience in the school holidays/after exams have finished are encouraged to do so.
- We value the opportunity for our pupils to not only experience the workplace through work experience, but also to develop essential confidence, communication skills, perseverance and resilience when trying to source these placements.
- Year 10 are encouraged to undertake work experience; virtually provided through school, sourcing their own external work placement, or attending work with parent/carer.
- Pupils have many opportunities to take on leading roles within school that give them a taste of a working dynamic e.g. Prefects, School Council, Cadets.

Benchmark 7: Encounters with further and higher education

- The school has built up contacts with a full range of local and national providers and uses these contacts to help inform our pupils of all of the options available to them. This is done through a range of activities both on and off site.
- All pupils attend our annual Careers Fair with a full range of options presented: universities, colleges, apprenticeships, employment, training providers, technical education providers and local employers
- By the end of year 13, all post 16 students will have experienced at least two visits to universities, including a university from within the Russell Group.
- External providers are also invited to attend Year 11. The Sixth Form PSHE programme includes numerous workshops and presentations by a full range of learning providers, including Student Finance England.
- Year 10 and 11 pupils take part in a CV workshop with a local provider (B-MET).
- Career workshops and presentations from further and higher education providers also take place for pupils in Years 7-11 as part of the wider careers programme.
- The academy has been part of the Aspire to HE programme, linked with the University of Wolverhampton since 2017.
- We work very closely with a number of universities and organisations who have tailored Access Schemes and projects to help pupils along their way to university, such as the Sutton Trust, Pathways to Birmingham and Aston Pathways.
- Year 9 and 11 pupils and parents/carers are given up-to-date information as part of the information shared for year 9 GCSE options selection and year 11 into post 16 options.

Benchmark 8: Personal guidance

- Every pupil will have had at least one interview with our Careers Adviser by the end of year 11. Interviews now begin in year 10 so that there is further opportunity for follow up appointments with pupils who need this. Pupils do not just simply have discussions about their chosen pathway during these interviews but can also request application support, mock interviews and CV/personal statement advice.
- Pupils at Bloxwich Academy will be supported either as individuals or in groups. This may be face-to-face or at a distance via email. The careers section on the school web page is also updated regularly.
- Independent face-to-face careers guidance, where it is the most suitable support for young people to make successful transitions, particularly children from disadvantaged backgrounds, looked after children or those who have special educational needs, learning difficulties or disabilities, will be provided when requested by either academy staff, pupils or their parents.
- Bloxwich Academy will work closely with the Local Authority through the provision of SEND support services: preparing for adulthood.
- Students in the Sixth Form have access to a careers interview as and when it is appropriate.
- The Careers Lead (S Marrison) is available for appointments with pupils or with parents and pupils, these can be booked on request.
- Sixth form pupils have access to a year group teams' channel where opportunities for mentoring from HE students/graduates, virtual and in person work experience, support with university applications and access schemes are posted throughout the academic year.
- All year 11 students attend a 'Next steps information session' during the summer term. This explains all options available to them, shows them examples of universities, courses, apprenticeships and degree apprenticeships, information is shared about open days and applications.

Benchmark 9: Opportunities for skills development

The Matrix Academy Trust believes the Gatsby Benchmarks do not go far enough. We believe granting pupils opportunities to develop their skillset and enhance their future CVs, goes hand in hand with excellent careers provision. Internally, we refer to this as 'Benchmark 9'.

- All pupils will be offered the chance to take on leading roles in school, such as School Council, Anti-Bullying Committee, Sixth Form Subject Ambassadors, Cadets, etc.
- The school will offer a range of extra-curricular clubs and opportunities to help pupils develop their skills, including Duke of Edinburgh.
- The school will actively promote the NCS Programme to Year 11.
- The school will help pupils develop self-awareness by feeding skills audits into PSHE sessions and using a career platform tool: globalbridge.