



Focused, Fair, Independent, Resilient

Careers Programme 2019/2022

Welcome to our Careers Programme for 2019/2022.

At Bexhill Academy we strive to raise young people's aspirations and promote access to all careers pathways.

We want to enable them to develop skills and an outlook to achieve careers wellbeing, including adaptability and resilience.

We aim to provide an effective careers programme in line with the government's careers guidance and access for education – Statutory guidance for governing bodies, school leaders and school staff, Oct 2018 – a copy is available on request.

In 2014, Lord Sainsbury's Gatsby Charitable Foundation published a report by Professor Sir John Holman, Adviser in Education at the Gatsby Charitable Foundation, titled 'Good Career Guidance'. Eight benchmarks were identified and these are our core aspects of good careers and enterprise provision – these are referred to throughout our Careers Programme.

As the Careers Advisor at Bexhill Academy, I use the Compass evaluation tool to record and measure our effectiveness against the Eight Gatsby benchmarks and work closely with the Careers & Enterprise Company, Enterprise Adviser Network.

I hold the OCR Level 6 Careers Information, Advice and Guidance qualification and continue to build on the existing links with our local colleges, Higher Education establishments, businesses and employers to bring the World of Work alive for our students.

Tracey J Holden, Careers Advisor, Bexhill Academy

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Gatsby Benchmark:

1. A stable careers programme

We currently have a structured careers programme that meets the requirements of the Investor in Careers Award and is in line with the CDI Framework. It is currently overseen by Grayling Clayton and Alicia Burdett, Joint Lead Teachers for PHSE & Careers and our Careers Advisor, Tracey Holden. The current careers programme is maintained and built on to meet the needs of the students as well as meeting any statutory duties. Compass+ Tracker (Careers and Enterprise Company) is used to record careers activity. This is a working document and updated as new opportunities arise.

1.1 This benchmark requires that every school should have a structured careers programme that has the explicit backing of the SLT and a suitably qualified person responsible for it.

YEAR 7
 Careers education lessons as part of the PSHE curriculum to include - what careers are/types of industry/skills and qualities/how to be an entrepreneur/equality. Year 7 Camp (skill development such as team work, communication skills and confidence). Drop Down Days to include – University Game with Compact +/University of Brighton, Student Ambassadors. Understanding Risk and learning basic first aid skills. Individual Careers Activity Booklets

YEAR 8
 Careers education lessons as part of the PSHE curriculum to include – what are employers looking for/employment law. Career focused Drop Down Day looking at option choices including subject taster sessions, with the focus on moving to three year GCSE. Parent Information Evenings. Year 8 Graduation. Employer visits/workshops. Individual Careers Activity Booklets

YEAR 9
 Be the Change programme. Open Doors visits - Small groups of students are invited to participate in the Open Door project which is organised by ESCC and facilitates visits to local businesses. Drop Down Days to include - VIY (Volunteer It Yourself) assembly/social networking. University Visits. Compact Plus - University Visits. Employer visits/workshops. Individual Careers Activity Booklets

YEAR 10
 Career focused Drop Down Day to include - a focus on widening horizons and creating an awareness of the world of work/understanding LMI/writing CV's. Open Doors visits - Small groups of students are invited to participate in the Open Door project which is organised by ESCC and facilitates visits to local businesses. Work Experience. Taster days at local colleges. Parent Information Evenings. Employer/Apprenticeship visits/workshops. iSend Careers Fair for students with SEN Individual Careers Activity Booklets

YEAR 11
 Career focused Drop Down Day with the focus on post 16 education and training options/Careers Fair/ Mock Interviews/Employability Skills workshops (Future First/Alumni)/Freshers Fortune with Compact +/University of Brighton, Student Ambassadors. Employer/Apprenticeship visits/workshops. 1-2-1 career discussions for all students with a qualified level 6 careers professional (My Future Starts Here) to include creation of individual action plans. Assembles promoting Post 16 options. iSend Careers Fair for students with SEN Individual Careers Activity Booklets

1.2 This benchmark requires that the school publish their careers programme on their website so that it is accessible to parents, students, teachers and employers.

The Academy website has a dedicated page for careers and work experience where a copy of the Careers Provision Plan can be viewed <http://www.bexhillacademy.org/about/careers-information-for-parents2fcarers>

<p>1.3 This benchmark requires that the programme should be regularly evaluated with feedback from parents, students and teachers.</p>	<p>The current Parent Questionnaires from parent consultation evenings now include questions/feedback on careers provision suited to the relevant year group. Trips have a separate evaluation form and Drop Down Days will be evaluated by students at the end of the event or programme of activities. The Careers Fair has a booklet for students with a comments section and students will be asked to evaluate the success of Work Experience from 2020. Smaller focus groups will also be used to measure attitudes, thinking and behaviour, as well as surveys and questionnaires. Employers/visitors who present workshops will be asked for feedback from the sessions.</p> <p>Evaluations are used to report on the impact the activity had on students and what can be improved for the future. All staff involved in the delivery of careers are asked to feed back any comments about the sessions they have delivered.</p>					
<p>2.Learning from career and Labour Market Information</p>		<p>Local LMI information is published on our careers notice board, in our termly Newsletter, Bexhill Beacon, and on the dedicated page for careers and work experience http://www.bexhillacademy.org/about/careers-information-for-parents2fcarers</p>				
<p>2.1 This benchmark requires that by the age of 14 all students should have accessed and used information about career paths and the labour market (to inform their decision making).</p>	<p>YEAR 7 Labour Market Information (LMI) is used across the curriculum</p>	<p>YEAR 8 Labour Market Information (LMI) is used across the curriculum</p>	<p>YEAR 9 Labour Market Information (LMI) is used across the curriculum and is included within Drop Down Days</p>	<p>YEAR 10 Labour Market Information (LMI) is used across the curriculum and is included, when appropriate, within Drop Down Days.</p>	<p>YEAR 11 Labour Market Information (LMI) is currently used across the curriculum.</p> <p>Our annual Year 11 careers fair brings local employers to the academy and raises awareness of the type and range of employment opportunities in the local area</p> <p>Students are encouraged to consider the impact of LMI on their employment prospects when making post 16 course choices.</p>	

<p>2.2 This benchmark requires that parents and carers should be encouraged to access and use information about labour markets and future study options to inform and support their children</p>	<p>Our termly newsletter, Bexhill Beacon, explains about the latest LMI and includes the National Careers Service free phone number for further help and advice.</p>				
<p>3. Addressing the needs of each pupil</p>	<p>Our current careers programme actively addresses the needs of each pupil. We offer a range of sessions during Drop Down Days that students can opt to attend based on their career interests and chosen career path. The Compass+ (Careers and Enterprise Company) allows access to view and add activity across all year groups. Students have Individual Careers Activity Booklets to record learning across all year groups and we are also part of the pilot for the Be Ready programme working with Health Education England and Adult Social Care sharing employability skills and their understanding of Health and Social Care routes/opportunities. https://live.bereadygroup.org/schools/bexhill-academy/ - going live from March 2020.</p>				
<p>3.1 This benchmark requires that a school's careers programme should actively seek to challenge stereotypical thinking and raise aspirations.</p>	<p>YEAR 7 Stereotyping is discussed in Citizenship during Drop Down Days and across the curriculum</p>	<p>YEAR 8 Stereotyping is discussed across the curriculum</p>	<p>YEAR 9 Stereotyping is included in Drop Down Days and discussed across the curriculum Year 9 students attend Be The Change. Compact Plus/University of Brighton - students visit universities to raise aspirations.</p>	<p>YEAR 10 Stereotyping is discussed across the curriculum and visitors to the academy on career drop down days also challenge stereotypes. We have strong links with our Alumni through Future First. Students attend employability workshops and are encouraged to engage with the Alumni. iSend Careers Fair for students with SEN. These have found to be an effective way of raising aspirations.</p>	<p>YEAR 11 Stereotyping is discussed across the curriculum and visitors to the academy on career drop down days also challenge stereotypes. We have strong links with our Alumni through Future First. Students attend further employability workshops and are encouraged to engage with the Alumni. iSend Careers Fair for students with SEN. These have found to be an effective way of raising aspirations.</p>

<p>This benchmark requires that schools should keep systematic records of the individual advice given to students, and subsequent agreed decisions.</p> <p>This benchmark requires that all students should have access to these records to support their career development.</p> <p>This benchmark requires that schools should collect and maintain accurate data for each pupil on their education and training or employment destinations after they leave school.</p>	<p>The careers spreadsheet records any discussions (not advice) around careers interests from Year 7 onwards. Our careers adviser is working towards the Level 6 qualification.</p> <p>Individual Careers Activity Booklets and access to Be Ready</p>	<p>The careers spreadsheet records any discussions (not advice) around careers interests for Year 8 onwards. Our careers adviser is working towards the Level 6 qualification.</p> <p>Individual Careers Activity Booklets and access to Be Ready</p>	<p>The careers spreadsheet records any discussions (not advice) around careers interests for Year 9 onwards. Our careers adviser is working towards the Level 6 qualification.</p> <p>Individual Careers Activity Booklets and access to Be Ready</p>	<p>The careers spreadsheet records any discussions (not advice) around careers interests. Our careers adviser is working towards the Level 6 qualification.</p> <p>Individual Careers Activity Booklets and access to Be Ready</p>	<p>The careers spreadsheet records any discussions (not advice) around careers interests. Our careers adviser is working towards the Level 6 qualification. CEIAG will be offered to all Year 11 from 'Your Future Starts Here' from January 2020. All Year 11 students will be involved in creating a career action plan following their 1:2:1 careers discussion YES will provide careers advice for students at risk of NEET.</p> <p>Individual Careers Activity Booklets and access to Be Ready</p> <p>Year 11 Leavers Form is completed and destination data reported to ESCC</p>

<p>4. Linking curriculum learning to careers</p>	<p>Career Displays: Each subject areas has a display board promoting careers and employability skills relating to that subject area.</p> <p>The next Annual Careers Fair to be open for Years 7 – 11 (not just Year 11), currently under discussion. Students from all year groups will have the opportunity to speak to employers.</p> <p>Staff based CPD as offered by the Careers and Enterprise Company. The Compass+ will encourage each curriculum area to take responsibility for careers and employability and record any visits, employer engagements, experience of the world of work etc.</p>				
<p>4.1 This benchmark requires that by the age of 14, every student should have had the opportunity to learn how the different STEM subjects help people to gain entry to, and be more effective workers within, a wide range of careers.</p>	<p>YEAR 7</p> <p>Year 7 attend the Big Bang Fair at The South of England Showground</p> <p>After school STEM Club</p> <p>Author visit – Lauren James - talk with STEM basis.</p> <p>Tutor Time Activities.</p>	<p>YEAR 8</p> <p>STEM visit planned by a local employer, General Dynamics: Women in Engineering.</p> <p>After school STEM Club</p> <p>Author visit – Lauren James - talk with STEM basis.</p> <p>Tutor Time Activities.</p>	<p>YEAR 9</p> <p>After school STEM Club.</p> <p>Author visit – Lauren James - talk with STEM basis.</p> <p>Open Doors visits – 2019 ‘Into Games’ 2019 Sussex Wildlife Trust</p> <p>Tutor Time Activities.</p> <p>Visit to Focus SB (2020).</p>	<p>YEAR 10</p> <p>Work Experience.</p> <p>Apprenticeship talk by ASTEC Computers.</p> <p>Open Doors visits – 2019 ‘Into Games’</p> <p>Tutor Time Activities.</p> <p>Visit from Hawes Builders to talk about trigonometry in the world of work.</p>	<p>YEAR 11</p> <p>Tutor Time Activities.</p>
<p>5. Encounters with employers and employees</p>	<p>We hold our annual careers fair as part of the Year 11 drop down day in October. This provides a valuable opportunity for students to meet with employers. The plan is to have the next fair open to all year groups. The careers advisor is building the relationship with the Careers and Enterprise Adviser from SB Focus, St Leonards and other local businesses to broaden the opportunities for encounters. Encourage all subject areas/teachers to consider where visiting speakers or visits out would fit within the curriculum.</p>				

<p>5.1 The benchmark requires that from the age of 11, pupils should participate in at least one meaningful encounter with an employer each year.</p>	<p>YEAR 7</p> <p>Careers Fair to be extended to all year groups in the future on Drop Down Day.</p>	<p>YEAR 8</p> <p>Women in Engineering workshop– General Dynamics.</p> <p>Careers Fair to be extended to all year groups in the future on Drop Down Day – currently in discussion.</p>	<p>YEAR 9</p> <p>Open Doors visits – Into Games/Sussex Wildlife Trust.</p> <p>Apprenticeship talks by local employers i.e. ASTEC</p> <p>Computers/General Dynamics/Marshall Tufflex/Focus SB.</p> <p>Careers Fair to be extended to all year groups in the future on Drop Down Day - currently in discussion.</p>	<p>YEAR 10</p> <p>Open Doors visits – Into Games.</p> <p>Apprenticeship talks by local employers i.e. ASTEC</p> <p>Computers/General Dynamics/Marshall Tufflex/Focus SB.</p> <p>Visit from Hawes Builders to talk about trigonometry in the world of work.</p> <p>Work Experience.</p> <p>Careers Fair to be extended to all year groups in the future on Drop Down Day - currently in discussion.</p>	<p>YEAR 11</p> <p>Careers Fair.</p> <p>Apprenticeship talks by local employers i.e. ASTEC</p> <p>Computers/General Dynamics/Marshall Tufflex/Focus SB.</p> <p>Mock Interviews - students sign up/request an appointment – offered by Hastings Direct and Careers and Enterprise Adviser.</p> <p>ASK (Apprenticeship Support & Knowledge) Assembly</p>
<p>6. Experience of workplaces</p>		<p>A fair percentage of Year 10 students go on Work Experience for three days in Term 6 –for 2020. We have 103 applications. Extended work placements are arranged for students in New Opportunities for both Year 10 and 11.</p> <p>Encourage subject areas to consider where in their curriculum it might be beneficial to engage with the world of work by visiting a place of work.</p> <p>The Careers and Enterprise Adviser (Focus SB) – arrange visits of the workplace.</p>			
<p>6.1 The benchmark requires that by the age of 16 every pupil should have at least one experience of a workplace.</p>	<p>YEAR 7</p>	<p>YEAR 8</p>	<p>YEAR 9</p> <p>Open Door visits – Into Games/Sussex Wildlife Trust.</p> <p>Visit to Focus SB.</p>	<p>YEAR 10</p> <p>Open Door visits – Into Games</p> <p>Work Experience.</p>	<p>YEAR 11</p> <p>Extended work experience for students in New Opportunities.</p>

				Year 10 student visit to The Sea Life Centre, Brighton	
7. Encounters with further and higher education		<p>Parent Information Evenings/Option Evenings and GCSE Evenings – these provide parents/carers and students with the opportunity to meet post 16 education and training providers.</p> <p>Careers Fair – This activity allows all Year 11 students to meet with post 16 education and training providers – to be extended to all year groups in future.</p> <p>All local colleges present an assembly to Year 11 students to promote their provision during terms 1 and 2.</p> <p>With links from the Uni Connect (previously NCOP), representatives will be available for parents/carers and students to talk about HE aspirations and additional support in the transition to college – they will be attending the Year 11 Parent Consultation Evening in December 2019.</p> <p>Year 10's are encouraged to attend as many college taster days as possible in order that they can make an informed choice about their post 16 pathway.</p> <p>Extended links now with Eastbourne College for higher attainment students. Scholarships have been awarded from Eastbourne College (2019) and Battle Abbey since 2017.</p> <p>Students are encouraged to visit all college open evenings and open events so they have the opportunity to compare post 16 provision, meet tutors and students, look at the facilities etc...</p> <p>Apprenticeship opportunities/talks are now offered from local businesses, including ASTEC computers, Focus SB, Marshall Tufflex and General Dynamics and ASK (Apprenticeship Support & Knowledge)</p>			
7.1 The benchmark requires that by the age of 16 every pupil should have had a meaningful encounter with providers of the full range of learning opportunities, including sixth forms, colleges and apprenticeship providers.	YEAR 7 Careers Fair to be extended to all year groups in the future on drop down day.	YEAR 8 Careers Fair to be extended to all year groups in the future on drop down day. Parent's Information Evening so that parents/carers and students are informed about the range of provision that is available -	YEAR 9 Careers Fair to be extended to all year groups in the future on drop down day. Parent's Information Evening so that parents/carers and students are informed about the range of	YEAR 10 Careers Fair to be extended to all year groups in the future on drop down day. College Assemblies. Year 10 Taster Days. College Open Evenings.	YEAR 11 Careers Fair. Parent's Information Evening so that parents/carers and students are informed about the range of provision that is available. College Assemblies.

		with the focus GCSE subjects.	provision that is available. University visits. Compact + University visits.	Year 10 – Oxford University visit. Eastbourne College - higher attainment students.	College Open Evenings. Eastbourne College 'Future Fairs' Event
<p>8. Personal Guidance</p>		<p>The East Sussex Careers Hub has arranged training for the Level 6 Qualification with completion anticipated within eighteen months. The start date is December 2019. My Future Starts Here will be holding guidance interviews in the meantime.</p> <p>Until fully trained, the careers advisor can signpost students who require information or they may ask their Form Tutor for assistance. College Prospectuses and other careers resources are available from the careers advisor and from the Academy website. Students and/or parents/carers can email with any questions have: careers@bexhillacademy.org</p> <p>Once qualified the advisor will be able to provide sufficient appointments during Terms 5 and 6 (in Year 10) and Terms 1 and 2 (in Year 11), so that all students can access a 1:1 career discussion during either Year 10 or Year 11. A drop in service will be offered so that any student can access guidance during specified break and lunch times.</p>			
<p>8.1 The benchmark requires that every pupil should have at least one career discussion by the age of 16.</p>		<p>'My Future Starts Here' will be offering personal guidance to all Year 11 students in January 2020. Students will allocated an appointment.</p> <p>YES will be offering appointments to those student identified as being risk of NEET.</p>			