



Careers Provision at Bexhill Academy 2021/22

‘Good career guidance is critical if young people are to raise their aspirations and capitalise on the opportunities available to them’ (The Gatsby Charitable Foundation, 2017)

Bexhill Academy is committed to delivering careers education, information, advice and guidance (CEIAG), in line with the eight **Gatsby Benchmarks** of good career guidance and the **Career Development Framework**. The eight benchmarks (GBM) 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

The Key Learning Areas of the Career Development Framework, as identified by the Careers Development Institute, ensure our young people are able to:

- grow throughout life
- explore possibilities
- manage their career
- create opportunities
- balance life and work
- see the big picture

We fully support this career development framework, which main purpose is to clarify the skills, knowledge and attitudes that individuals need to have a positive career. A ‘positive career’ will mean something different to everyone, but it will typically include being happy with the way you spend your time, being able to make a contribution to your community and being able to have a decent standard of living.

As part of our commitment to informing our students of the full range of learning and training pathways on offer, we are happy to consider requests from training, apprenticeship and vocational education providers. This may include school assemblies, employer and provider engagement events or opportunities to speak with students and parents on a one-to-one basis supporting GCSE, at parent’s evenings, options evenings and employability days.

Designated SLT Lead for Careers and Employability Strategy is Lee Starkey, Assistant Principal.

Lead for Careers and Employability: Mrs. Donna Mills

PSHE Lead: Miss Alicia Burdett

Year 7

Year 7 students have a module of careers education lessons as part of their PSHE curriculum. These lessons are designed to increase self-awareness, look at skills and qualities, raise awareness of the world of work, and encourage students to consider the impact of stereotyping, discrimination and prejudice. We also introduce the idea of enterprise.

There is a Year 7 camp in July which is an excellent opportunity for the development of skills and qualities such as team work and communication skills as well as the development of confidence and self-esteem. Year 7 also attend the Big Bang Fair at Ardingly where they can experience the world of STEM (Science, Technology, Engineering and Math). (GBM 4). In 2020, both these events were cancelled due to the pandemic.

Year 8

Year 8 students have a module of careers education lessons as part of their PSHE curriculum. These lessons look at career choice, employment law, labour market information, networks and social capital and how to sell yourself. (GBM 2)

In National Apprenticeship Week, students complete a workbook during Tutor Time to gain an understanding about apprenticeships. In 2020 we were lucky to record some conversations with past students and local employers who share their apprenticeship journeys. Students can view these by contacting our careers adviser.

Year 9

Selected Year 9 students take part in the 'Futuready' programme sponsored by Hastings Direct and delivered by Humanutopia. This was put on hold during the pandemic but in September 2021 we were delighted to take both Year 9 and Year 10 students to the programme. (GBM 5)

In 2019 we took part in the Open Doors Project during which some East Sussex businesses open their doors to small groups of students. This provides a really good opportunity for students to understand how businesses operate and see what the world of work looks like. We visited the Sussex Wildlife Trust in Rye and an Into Games Event hosted by the De La Warr Pavilion. The COVID pandemic in 2020/21 has prevented outdoor visits. However, Open Doors are able to offer some virtual experiences. (GBM 5). 2021/22 has seen the relaunch of Open Doors and we are pleased to be visiting businesses again, starting in November 2021.

Visits were booked in early 2020 to University campuses in Moulsecoomb and Eastbourne but were cancelled due to the pandemic. These were arranged in partnership with The University of Brighton/Compact+ Programme for Year 9. (GBM 7)

Year 10

Year 10 have the opportunity for work experience in Term 6 – we have increased days from three to five for 2021 as we feel this gives a greater involvement and familiarity in the world of work. In 2019, we had over 100 students out on placement and in 2020 a similar number had signed up for the opportunity. Sadly by July, the pandemic had forced school and employment closures so placements did not go ahead.

For July 2021, we had 82 applications – Year 10 students really enjoyed being in the world of work, with two being offered apprenticeship opportunities. One of our students is featured in the latest East Sussex Careers Hub brochure busy at work at PGL, Windmill Hill.

We were grateful that businesses were able to support our students in July 2021. Numbers were low as many businesses were unable to offer the opportunity so we are hopeful for more students being able to participate in 2022. (GBM 6)

We have Taster Days planned for Year 10 students in June and July 2020. These allow students to try out different courses, visit different colleges and are really important in helping students to start to think about what they would like to do once they leave Bexhill Academy. (GBM 7) Unfortunately, these were cancelled at short notice by the colleges.

Some of the colleges offer Open Evenings specifically aimed at Year 10 students and their parents/carers. It is a really good idea to make the most of these opportunities so students are prepared to make decisions in Year 11.

Selected students in Year 10 have the opportunity to visit St Johns College, Oxford – this was a link formed by Mr Eldridge as the ‘Head of Oxford House’ and although we now use Year Groups (as a pose to the House structure), it is something we aim to continue. We were able to have some virtual experiences in 2021 due to visits not being possible.

Year 11

College Assemblies were very different for Year 11 in 2020 but feedback, via Survey Monkey, gave positive remarks on the virtual experiences – students received prospectuses from the local colleges to promote courses on offer and support their applications. (GBM 7) We are pleased to welcome colleges back in person for the start of the new academic year 2021.

Year 11 have the opportunity to log into [careerseastsussex](http://careerseastsussex.com) to apply to college and search for courses.

1:1 Careers Guidance Interviews with My Future Starts Here and our own Careers Adviser, took place in November and December 2020 for all students. Again, a virtual experience with positive feedback from both the Year 11 and advisers. Students were emailed their career action plans to help them prepare for the transition to post 16 education or training. (GBM 8). Our Careers Adviser completed the OCR Level 6 Diploma in Career Guidance and Development in December 2020.

Year 11 completed their college applications by the end of term 5 with college interviews beginning in early January 2021 – another experience of the virtual world as these were arranged on-line or by telephone by the colleges.

Students wanting to find out more can speak with their Form Tutor; Tracey J Holden, our Careers Adviser, or Mr Ben Eldridge, Learning Lead for Year 11, regarding transition to College.

General

Bexhill Academy Alumni – We are now developing our own alumni of ex-students to work with the Academy in supporting current students in a variety of different ways. If you are an ex-student of Bexhill High/Bexhill Academy please sign up so we can keep you up to date as this project develops. We would like to build a really active community of alumni and would encourage any ex-student to sign up. (GBM 5). Please email careers@bexhillacademy.org

The Academy Friday Update – news about careers and updates are now in the Friday Update. This will raise awareness for parents/carers and students and help to celebrate success and experiences of the world of work. The latest LMI (Labour Market Information) is shared to show the current trends of pay, jobs and employment in the local area. (GBM 2)

School Website – there is quite a lot of information regarding careers on the school website and this is being added to and developed all the time. Parents: <http://www.bexhillacademy.org/about/careers-information->
Students: <http://www.bexhillacademy.org/students/careers->

Our Careers Programme is published on the Academy website, under About – Careers Information (as above) (GBM 1). Feedback is always welcome from our stakeholders – please email careers@bexhillacademy.org

Evaluation of Provision – we regularly evaluate careers provision with staff, parents/carers and students, and amend and develop our provision in response to the evaluations.

Please do not hesitate to contact our Lead for Careers and Employability, Donna Mills , if you have any questions about our Careers Provision at Bexhill Academy. Email careers@bexhillacademy.org or ring 01424 730722.



Be brilliant today

