

Annual Careers Plan 2023-2024

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Sheet 1 – Priorities

Development priorities-Gatsby benchmarks					
GOALS (What your main goals are)	LED BY? (Who will lead on each goal?)	RESOURCES (What resources will you need?)	BY WHEN? (When do you aim to achieve this goal?)	SUCCESS CRITERIA (How will you know that you have been successful?)	Link to School improvement plan
<p>1. A stable Careers Programme</p> <p>To co-ordinate timely, useful, careers lessons through Years 7-11. Providing careers education and guidance from year 7. Young people should be supported to learn about their strengths, weaknesses, and how to develop realistic careers aspirations and decision-making skills, as well as being provided with information about career pathways.</p> <p>This is to include industry and alumni links to ensure breadth of opportunity and real life experience.</p>	LMS	PSHE lessons Tutorial lessons Assembly slots Careers Guidance appointments Trips and visits Virtual learning Career pilot Work experience Employer talks and workshops Careers fairs	Summer 2024	Feedback from teachers and learners Excellent destination data Students in Year 11 understanding their choices prior to careers interviews.	<p><i>Raising achievement of all students.</i></p> <p>Through providing a quality provision for all students to help them realise their potential</p> <p><i>Closing achievement gap between pupils supported by pupil premium and others.</i></p> <p>Ensuring that all students have the same access to provision within lessons and educational visits.</p>

<p>Students are encouraged to aim high and realise the opportunities ahead of them.</p>					
<p>2. Learning from careers and labour market information</p> <p>Linking curriculum learning to real life careers. Inspiring students with examples from industry.</p>	<p>LMS</p>	<p>Career pilot Royal Cornwall Show Employer visits Work Experience Employer talks Careers fair Interactive workshops STEM days Y9 BBC event STEM events Year 7/8</p>	<p>Summer 2024</p>	<p>Labour market information in assemblies including but not limited to: software Cornwall, Health careers, hospitality careers. Skills Cornwall Show Royal Cornwall Show visit with all Year 8 students with a labour market information focus and workbook. Events to address skill shortages through years 7-11 ie hospitality events NHS events STEM events Military tasters Hospitality events University visits College tasters Construction events Parents are invited to use Career pilot when this is</p>	<p><i>Raising achievement of all students.</i> Helping students to realise the breadth of opportunities available to them and the importance of working hard at school.</p>

				introduced in Year 7/8. Career Pilot holds extensive Labour market information.	
<p>3. Addressing the needs of each pupil</p> <p>To provide key transition support for and develop Education health care plans /SEND plans for Students with additional needs.</p>	LMS	SENCO Inclusion Pastoral support	Summer 2024	1-1 Guidance for all students with an EHCP as well as vulnerable groups. Supported transition visits to providers Supported work experience placements and TA support if required	<i>Raising achievements of all students.</i> Supporting key groups within school to achieve their potential
To support pupil premium students with their choices.				Transfer Education Health Care Plan documents to post 16 provider PP support through options and post 16 choices.	

<p>4. Linking curriculum to careers</p> <p>To ensure students see the links between curriculum study and career opportunities.</p>	LMS	Teaching faculty support Teaching faculty updates on post 16 and careers across the curriculum each year.	Summer 2024	<p>Year 8 Royal Cornwall Show STEM event</p> <p>Year 9 Have a go day</p> <p>Year 10 Work related learning prior to Work experience</p> <p>Year 11 Careers Fair Apprenticeship fair Faculty post 16 updates focussing on careers across the curriculum Careers talks throughout Year 10/11 ie engineering, food, construction Careers learning throughout the curriculum. Army events STEM events/days Industry talks across all curriculum areas.</p>	<p><i>Improving quality of teaching</i></p> <p>Introducing employer led session, educational visits and helping teachers to embed careers into the curriculum.</p>
<p>5. Encounters with employers and employees</p> <p>To continue to engage employer links including the enterprise advisers.</p>	LMS	Careers Enterprise Careers Hub School Governor Rob Ingram		<p>Several employer contacts for students per year group. Assemblies and talks for all year groups. Virtual My path tutorials</p> <p>Year 7</p>	<p><i>Raising achievements of all students.</i></p> <p><i>Closing achievement gap between pupils supported by pupil premium and others.</i></p>

<p>To embed employer engagement within the curriculum</p>		<p>Enterprise Advisers Teaching faculty support</p>		<p>Assemblies/career pilot/careers fair Stem EVENT Year 8 Royal Cornwall Show/assemblies/Women in engineering/careers fair STEM event Year 9 Have a go day /careers fair/STEM event Year 10 Work Experience Hospitality event Engineering talks Construction event Careers fair Alternative curriculum Year 11 Apprenticeship fair and Careers fair Employer links within the curriculum ie English careers event with Oxford University Year 10/11 construction careers event BBC Sharing stories and careers bitesize event.</p>
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<p>6. Experience of workplaces</p> <p>To co-ordinate work experience in Year 10 with 100% Students taking part (covid restrictions allowing). Students are to be encouraged to aim high and broaden their experience.</p>	LMS	Tutor team support Y10	Summer 2024	<p>100% participation</p> <p>Meaningful quality placements</p> <p>Positive employer feedback</p>	<p><i>Raising achievements of all students.</i></p> <p><i>Closing achievement gap between pupils supported by pupil premium and others.</i></p>
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<p>7. Encounters with further and higher education</p> <p>To continue strong partnerships working with education Providers, apprenticeships providers and Universities. Encouraging students to aim high.</p>	LMS	KS3/KS4 tutor team		<p>UCAS tutorials and University 1-1 guidance. University visits-Falmouth and Oxford (covid allowing) College visits Truro and Cornwall College group Apprenticeships fair Cambridge University talk Spring 2023 Assemblies from all local providers</p>	<p><i>Raising achievements of all students</i></p> <p><i>Closing achievement gap between pupils supported by pupil premium and others.</i></p>
<p>8 Personal Guidance To provide careers advice and guidance for years 9-11 and particularly to support transition applications for all Year 11 students.</p>	LMS		Spring 2024	<p>100% applications to college/employers 100% acceptance rate based on appropriate advice and aspirational grades. All Year 11 students receive at least one guidance appt. Year 9/10 are also offered guidance support. Delivered by member of staff with Post graduate diploma in Careers Education and Guidance. Careers Leader management level 7 obtained 2020.</p>	<p><i>Raising achievements of all students</i></p> <p><i>Closing achievement gap between pupils supported by pupil premium and others.</i></p>

Sheet 2 - Summary of provision

Summary of provision			
Target group	Careers and work-related education activities including enterprise and employability	Careers information, advice and guidance	Links to Gatsby benchmarks
Year 7	Introduction to Careers lessons Self awareness My Journey My skills and qualifications audit Careers fair Career pilot Tutorials and assemblies	Careers Information on CV building –skills audit How people train for their role Diversity of job roles. Skills building workshop Careers tutorials throughout the academic year Career pilot software programme Summer term 2024 Careers across the curriculum	1, 2,3,4,5,

Year 8	<p>Careers lessons Enterprise skills Self-awareness and self-respect Royal Cornwall Show careers day Labour market information lessons/assembly prior to show Year 8 ambassador skill building programme Motivational groups- aim higher and skills building PSHE lessons Women in engineering Tutorials and assemblies Careers fair</p>	<p>Careers Information assembly labour market information, jobs in Cornwall Labour market information at The Royal Cornwall Show Key skills ambassador workbook for Year 8.</p> <p>Tutorial sessions throughout the year PSHE dream career research and employability units. Careers across the curriculum</p>	1, 2,3, 4,5
Year 9	<p>Self Awareness Year 9 options lessons My options, My choices KS4 and beyond evening Transition EHCP meetings careers advice Individual support for students PSHE lessons Tutorial sessions</p>	<p>Individual careers information, advice and guidance for students. Parental support through this process EHCP support SEND students supported through this process Have a go day (careers focus day) Careers across the curriculum</p> <p>Tutorials throughout the academic year with a focus on option process.</p>	1,2,3,4,5,7,8

	Parents support Have a go day-careers taster day (whole day) Careers Fair Preparing for work experience Summer term Specialist transition support for SEND students		
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<p>Year 10</p>	<p>Employability skills careers lessons Work Experience preparation Letter writing CV writing Job search skills Support in securing placements Health and safety in the work place Expectations in the workplace Visit to Truro College – taster day Falmouth University Spring 2024 Oxford University March 2024 Assemblies-work experience Tutorial sessions throughout the year</p>	<p>Individual careers information, advice and guidance. Lessons in preparation for work experience with support and guidance Work experience support for vulnerable or disadvantaged students. SEND specialist support Visit to Truro College –taster day preparation Careers across the curriculum Tutorial session on options, work experience, preparing for interviews, health and safety</p>	<p>1,2,3,4,5,6,7,8</p>
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<p>Year 11</p>	<p>Post 16 options lessons Assemblies from all local colleges/sixth forms Careers interviews for all Year 11 students Specialist support given to EHCP/SEND/vulnerable groups/at risk of NEET. Transition support and visits for vulnerable groups. Visit to Truro College (evening) Oxford University masterclass Dec 2023 University talks Cambridge Feb 2024 Bespoke College visits for vulnerable groups . Assemblies –post 16 transition Extensive apprenticeship support Tutorial sessions each week through out the academic year. Visit to Cornwall College Oxford University visit March 2024 Careers across the curriculum Post 16 options, application workshops and support, my path videos on career routes. UCAS session, apprenticeship session. Interview preparation session. Bursary and finance talk.</p>	<p>Individual careers information, advice and guidance for all Year 11 students Transition support guidance-SEND PP and vulnerable groups extensive support Application guidance and support Interview preparation Apprenticeship support</p>	<p>1,2,3,4,5,6,7,8</p>
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Sheet 3 - Calendar of main activities and events

Time of Year	KS3	KS4
Ongoing	Careers lessons PSHE and tutorials	Careers Lesson PSHE and tutorials
September	<p>EHCP meetings for Year 9 including guidance regarding transition plans.</p> <p>Careers lessons through PSHE and tutorial sessions.</p> <p>Careers across the curriculum</p> <p>Labour market assemblies</p>	<p>Year 10 Employability careers lessons.</p> <p>Work experience launch parents event, students assemblies and tutorials. Talks from Year 11 students.</p> <p>Careers Diagnostic tool to identify vulnerable groups- tutor time</p> <p>Careers interviews commence for all Year 11s- each student will have an action plan.</p> <p>Parents letter: (Year 11) My role, transition support, application guidelines and key dates</p>

October	<p>EHCP Transition plans for Year 9 Careers lessons PSHE/tutorials Tutorials for all year groups Labour market assemblies Careers across the curriculum</p>	<p>Autumn 2023 Year 11 Parents evening at Truro College Autumn 2023 EHCP meetings for Year 11 to include extensive guidance and transition support. Continued careers interviews for all Year 11s Continued work experience support for Year 10 College assemblies</p>
November	<p>Tutorials for all year groups Careers lessons PSHE/tutorial Year 7 and 8 Hospitality careers Careers across the curriculum</p>	<p>Continued careers interviews for all Year 11s Continued work experience support for Year 10 EHCP meetings for Year 11 to include extensive guidance and transition support Vulnerable group visit to Truro College National Citizen Service launch- to attend Careers Fairs and assemblies College and apprenticeship assembly UCAS assembly</p>
December	<p>Careers lessons PSHE/tutorial Tutorials for all year groups Careers across the curriculum Labour market assemblies</p>	<p>Year 11 Education Health Care Plan deadline for documents to County Hall with supporting evidence. Continued careers interviews for all Year 11s Continued work experience support for Year 10 Vulnerable group visit to Truro College</p>

<p>January</p>	<p>Year 9 options and decisions lessons Year 9 options support particularly with SEND/ EHCP/vulnerable groups. Year 11s to attend KS4 evening and offer support and advice. Careers lessons PSHE KS4 and beyond evening Careers assemblies Tutorials for all year groups Careers across the curriculum</p>	<p>Application deadline- support for all Year 11 students in completing a well-considered application. Online application early 2023.</p> <p>Continued careers interviews for those who need more support in Year 11 Continued work experience support for Year 10</p>
<p>February</p>	<p>Year 9 options particularly with particular support for SEND/ EHCP/vulnerable groups. Tutorials for all year groups Assemblies and tutorials on choices an pathways post 16</p>	<p>Continued careers interviews for all Year 11s Supported transfer visits to college/provider Continued work experience support for Year 10 National Citizen Service launch- assembly</p>
	<p>Feb 2024 Deadline for Year 9 options choices</p> <p>Careers lessons PSHE/Tutorials for all year groups Careers across the curriculum</p>	

<p>March</p>	<p>Tutorials for all year groups Apprenticeship and transition focus Careers across the curriculum</p>	<p>Apprenticeships fair National Careers week Careers assemblies for all year groups Commence sustained support for all apprenticeship students CV building, letter writing, interview preparation. Continued work experience support for Year 10 Continued interview preparation support for Year 11 Oxford University visits</p>
<p>April</p>	<p>PSHE/ Tutorials for all year groups Careers across the curriculum</p>	<p>Continued work experience support for Year 10 Continued interview preparation support for Year 11 Confirmation of National Citizen Service sign ups. Focus on apprenticeships Year 11 Support with college interviews for vulnerable groups Work experience support Year 10</p>
<p>May</p>	<p>Year 8 careers lessons labour market information and preparing for Royal Cornwall Show Tutorials for all year groups Careers across the curriculum</p>	<p>Work Experience support for Year 10 Focus on apprenticeships Year 11 Falmouth university visit for all Year 10 creative students ie textiles, art, graphics. Tour of the University and summer degree show</p>

June	<p>Year 8 Royal Cornwall Show visit with an emphasis on labour market information and growth sectors in Cornwall- renewable energy, food industries and engineering.</p> <p>Tutorials for all year groups</p> <p>Careers across the curriculum</p>	<p>Tutorial–Health and safety lessons for Year 10</p> <p>Preparing for work lessons</p> <p>Logbook preparation</p> <p>Year 10 Cornwall College taster day</p>
July	<p>Year 7 Careers fair</p> <p>Year 8 Careers fair</p> <p>Year 9 Have a go day Careers fair</p> <p>Year 9 preparation for work experience using career pilot and learn about work Cornwall websites.</p> <p>Tutorials for all year groups</p>	<p>Year 10 Truro College taster day</p> <p>Assembly preparing for work experience</p> <p>July 2024 Work Experience week</p>
August		GCSE results day support.

Sheet 4 - Agreements with providers

Agreements with providers				
Name of provider	Contact information	Services to be provided	Financial agreement	Notes
Careers South West	Angela Nelson-Shepherd	Destinations information November 2023 Co hort checks Feb/March 2024	No cost No cost	Additional support through Ambitions
Careers Hub Enterprise Advisers	Enterprise co-ordinator Francesco Rigolli Mark Lewin (Hospitality)	Linking employers to Schools	No cost	
Education Business Partnership	Lisa Neville Janine Bisson	Have a go day support STEM support Skills Cornwall Work Experience	Work Experience charge All other events free	

Sheet 5 – Allocation and deployment of resources

Self-help information provision	
Type of provision	Details
Careers resources-career pilot UCAS Prospects	Continued focus on Career pilot as our software of choice.
Careers pages on website	Updated
Digital and social media (texts, tweets, display screens)	With admin support
Noticeboards and displays	Being reviewed and updated.

Sheet 6 – Evaluation

Student voice –review September 2022

Student voice was monitored within our Ofsted during our inspection April 2023.

In December 2022 I approached a group of Year 11 students to ask them about careers provision in the school.

- Students were keen for more interactive employer days such as the BBC event, STEM events and whole year trips.
- They were keen to continue visits to local Colleges for taster days including visiting other colleges.
- Residential trips to University
- Students really embraced the idea of inviting more employers into school.
- Using our own students experience should also be valued- Year 11s telling students about their options.

Governing Body

Regular meetings with the link Governor Rob Ingram who has reviewed both the careers policy and annual plan.

Governors to review and agree the policy and annual plan on a two yearly basis.

Recent Government publications on Careers Strategy and Statutory Guidance

Careers guidance and access for education and training providers.

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1002972/Careers_statutory_guidance.pdf

July 2022

[Destinations data - Good practice guide](#)

[Education \(Careers Guidance in Schools\) Bill](#)- Due for consultation March 2023, seeks to extend careers education extended to Year 7, at present this is only required from Year 8. We already start Careers Education In year 7.

Eight benchmarks for Careers Education and Guidance

- 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**

