



Careers Plan 2023/24

Netherwood Academy



This report was approved by the Governors on [DATE] and is due for review on [DATE]



Introduction

At Netherwood Academy, the basis of our Careers Programme is that we want students to make well informed and realistic decisions about their choices at school and beyond.

Our aim is for students to:

- 1) Raise aspirations
- 2) Develop a broader understanding of the world of work
- 3) Develop their self and opportunity awareness to make decisions, review plans and cope with change.

We focus on self development, career exploration and career management. We have a comprehensive and

varied Careers Programme which every student is entitled to access. Parents and Carers are also welcomed to join in aspects of the programme in order to support their child's decision making.

There is access to impartial professionally registered Careers Advisers. Careers and progression route information is delivered in form time as well as access to a structured programme of lessons in PHSCE, and there is wide access to a variety of enrichment opportunities for students to access from Y7 to Y11.


More than ever, we believe that it is imperative that students develop their 'essential' skills to help them deal with every aspect of their lives.

Support

Careers Leader - Careers Leaders ensure that the entire careers programme running across school, throughout form time, curriculum lessons, PSHCE and wider enrichment is of good quality and meaningful to the students. Miss Bain is the Careers Leader at Netherwood Academy. She can be contacted by email at jess.bain@astreanetherwood.org

Careers Advisers - All students within school have access to a professionally registered Careers Adviser.

They provide impartial careers guidance which is truly student focused. Students in Year 7 to 10 can request a guidance meeting with a Careers Adviser. In Year 11, all students will be offered a one to one guidance meeting. In addition to this, students in Year 9 to 11 with Education, Health and Care plans will be offered extra support and guidance from an external Careers Adviser employed by Barnsley Local Authority. Parents/Carers are welcome to request and attend



guidance meetings with their child. Careers Advisers will often be present at Parent/Carer evenings for extra input.

Resources

The Careers Library is now mainly IT based through the digital Careers platform – Morrisby. Students can access a huge database of careers information and there are links to employment, apprenticeships, further and higher education. In addition, local information and websites will be added which are relevant to the local area. Students can access Morrisby at school on request, before or after school, using the school's computers. In addition, students can access Morrisby at home on personal computers, laptops, tablets and mobile phones.

Student Summary of Entitlement

Year 7 Summary of Programme

It's important for Year 7 students to reflect on the skills that they are using in order to make a successful transition to secondary school. We aim to develop this self awareness by identifying and justifying positive skills and qualities within PSHCE. Within form time students focus on essential skills development as well as learning about to apply those skills to real life situations. There are additional enrichment activities linked to Careers. Many of these come up as opportunities through the year and will be recorded on the Morrisby Careers plan accordingly.

Year 8 Summary of Programme

While Year 7 focused on self awareness, Year 8 focuses on opportunity awareness. We aim to ensure that students in this year group begin to learn about the short and long term opportunities available to them when it comes to study and work. As well as developing knowledge of the labour market, students will also learn about the concept of work, professional behaviours and health and safety in the workplace.

Year 7 Entitlement Statement

- ☒ Students are encouraged to identify strengths and skills in order to develop confidence and have high expectations of themselves. This is across all school provision.
- ☒ There will be a link to Careers Advocate in every curriculum subject studied. Their role is to ensure that Careers is implemented within the curriculum and to provide resources to students to demonstrate the variety of progression routes within those subjects
- ☒ Students are introduced to careers resources and labour market information.
- ☒ Every student will have a personal Morrisby account where they can record achievements, reflect on growth and explore careers information.
- ☒ Students have optional access to impartial Careers Advisers via drop in sessions.
- ☒ There will be a link to Careers in every curriculum subject studied.
- ☒ Students will explore the various progression routes and the variety of different careers within each subject they study.
- ☒ Students will have access to STEM opportunities.
- ☒ Students will reflect on their primary transition to develop skills for transition in the future.

Year 8 Entitlement Statement

- ☒ There will be targeted projects for specific students on raising aspirations.
- ☒ There will be a link to Careers Advocate in every curriculum subject studied. Their role is to ensure that Careers is implemented within the curriculum and to provide resources to students to demonstrate the variety of progression routes within those subjects.
- ☒ Students continue to be encouraged to identify personal traits and self development and to have high expectations of themselves.
- ☒ Students record activities and progress on their digital Careers passport, Morrisby.

- ☒ Students are introduced to other careers software and websites available in school.
- ☒ Students have optional access to impartial Careers Advisers via drop in sessions. They are also encouraged to use careers resources available and informed where to find out more about specific courses/careers.
- ☒ Students are introduced to 'employability skills' through enterprise challenges and opportunities in different subjects
- ☒ There will be opportunities in PHSCE and form time to learn about Labour Market Information and other aspects of careers.
- ☒ Students should begin to think about GCSE options in terms of career pathways and plan their future within the school. They will be made aware of places of study from the ages of 14, 16 & 18 as well as other qualification routes
- ☒ There will be whole school careers events, where students can collect resources and seek specialist advice and guidance from external providers, including local colleges and sixth forms, universities and local businesses.

Year 9 Summary of Programme

Year 9 focuses on decision making as students prepare for making decisions around their Key Stage 4 option choices. They continue to focus on essential skills development and labour market information in form time.

Year 9 Entitlement Statement

- ☒ There will be a link to Careers Advocate in every curriculum subject studied. Their role is to ensure that Careers is implemented within the curriculum and to provide resources to students to demonstrate the variety of progression routes within those subjects.
- ☒ Students encouraged to reassess personal strengths with a focus on transferable skills.
- ☒ Students explore lifestyle, budgeting and a good work/life balance whilst developing economic awareness.
- ☒ Students encouraged to challenge stereotypes within the world of work and traditional job roles.
- ☒ Students should begin to think about GCSE options in terms of career pathways and plan their future within the school. They will be made aware of places of study from the ages of 16 & 18 as well as other qualification routes.
- ☒ Students have optional access to a registered Careers Adviser via drop in sessions. They are also

encouraged to use careers resources available and informed where to find out more about specific courses/careers.

- ☒ Achievements and careers progress is recorded on Morrisby Student Passport.
- ☒ There will be targeted projects for specific students on raising aspirations.
- ☒ Parents/Carers have access to a registered Careers Adviser at Parent/Carer Evenings .
- ☒ External targeted guidance support for students with Education Health Care Plans.
- ☒ There will be opportunities in PHSCE and form time to learn about Labour Market Information and other aspects of careers.
- ☒ There will be whole school careers events, where students can collect resources and seek specialist advice and guidance from external providers, including local colleges and sixth forms, universities and local businesses.

Year 10 Summary of Programme

Year 10 is when learn about and take part in a recruitment process from applying for a job to the outcome at interview. In addition, students will have a number of encounters with employers and local business owners, as well as further and higher education providers, to provide the guidance support required to make informed decision about Post-16 pathways.

Year 10 Entitlement Statement

- ☒ Targeted projects for students aimed at raising aspirations.
- ☒ Targeted projects for students aimed at widening participation.
- ☒ External targeted guidance support for students with Education Health Care Plans.
- ☒ Students undergo a recruitment process including applications, interviews and dealing with setbacks.
- ☒ Students have optional access to a registered Careers Adviser via drop in sessions. They are also encouraged to use careers resources available and informed where to find out more about specific courses/careers.
- ☒ Achievement and Careers progress recorded on Morrisby Passport. ☒ There will be opportunities in PHSCE and form time to learn about Labour Market Information and other aspects of careers.
- ☒ Parents/Carers have access to a registered Careers Adviser at Parents Evenings.

Year 11 Summary of Programme

Students take part in sessions for:

'Aptitudes' - Completing aptitude assessment and analysing results, students will begin to understand their strengths, career interests, personalities and priorities

'Investigate careers' - Discussing labour marketing information (LMI), identifying students' skills and subjects which need improvement to pursue favoured careers

'Options at 16' - Exploring the available options at 16 and the implications their choices have for career, education and apprenticeship choices

'Apprenticeships' - Identifying the pros and cons and the different apprenticeship levels, students will also research into apprenticeships for a chosen case study

☒ There will be a link to Careers Advocate in every curriculum subject studied. Their role is to ensure that Careers is implemented within the curriculum and to provide resources to students to demonstrate the variety of progression routes within those subjects.

☒ There will be whole school careers events, where students can collect resources and seek specialist advice and guidance from external providers, including local colleges and sixth forms, universities and local businesses.

Year 11 Entitlement Statement

☒ There will be a link to Careers Advocate in every curriculum subject studied. Their role is to ensure that Careers is implemented within the curriculum and to provide resources to students to demonstrate the variety of progression routes within those subjects.

☒ There will be whole school careers events, where students can collect resources and seek specialist advice and guidance from external providers, including local colleges and sixth forms, universities and local businesses.

☒ Year 11 students will take part in a mock interview day, where they are given the opportunity to practice interview skills and receive feedback from employers, business owners and post-16/Post-18 educational providers.

☒ Students are helped with post 16 choices and encouraged to consider all their options including further study in college, 6th form, technical education and apprenticeships as well as complete their intended destination form.

☒ Interview techniques further developed.

☒ Students to use personal guidance meetings to help understand different career pathways and entry requirements and encouraged to make contingency plans should results be better/worse than expected and set personal targets for development.

☒ Specific mock interviews for those with a particular career path in mind also available.

- ☒ Students are encouraged to attend careers talks, fayres, college open days and taster days with employers.
- ☒ Students are assisted further with CV writing.
- ☒ Students are kept up to date with post 16 deadlines.
- ☒ All students to have a guidance interview with a registered Careers Adviser. They are also encouraged to use careers resources available and informed where to find out more about specific courses/careers.
- ☒ Progress is recorded on Student Passport, Morrisby, including intended destinations.
- ☒ Evening information for Parents/Carers offered on Post 16 and Post 18 options.
- ☒ External targeted guidance for students with Education Health Care Plans.
- ☒ Parents/Carers have access to a registered Careers Adviser at Parents Evenings.
- ☒ Targeted projects for students around raising aspirations.
- ☒ Targeted projects for students around widening participation.

Summary of Core Programme

	Autumn	Spring	Summer
Year 7	Self awareness 1, 3 Managing Change - PHSCE Lesson 1, 3, 4	Equality, diversity and values Discrimination and prejudice Challenging stigma and stereotypes	What is work? 1, 2, 3 Careers in a zoo 1, 2, 3 Secure personal safety online job families and sectors Developing enterprise skills and key life skills Acquiring employability skills Evaluating personal skills and abilities for progression routes Effective interview and application skills

	Autumn	Spring	Summer
Year 8	Digital resilience Post-16 progression route event 2, 3, 5, 7	Aspirations 1, 2, 3 Investigate careers 1, 2, 3 Labour Market Information What is work Acquiring employability skills Affects of personal and professional reputation Professional conduct and health and safety protocols	Employability skills 1, 3, 5 online safety and privacy
Year 9	Decision making 1, 3 Challenging workplace stereotypes 1, 3 Post-16 progression route event 2, 3, 5, 7	My priorities 1, 2, 3 Opportunity awareness Career choice and action planning Opportunity awareness and Labour Market Information Careers of the future Adversity and challenges in the workplace	Employability skills Managing online presence in the workplace Positive and professional identity - online presence Creating and maintaining and online presence Acquiring employability skills Evaluating personal skills and abilities for progression routes Post-16 progression routes, researching options and creating plans Post-16 progression routes, researching options and creating plans
Year 10	Careers for the future 1, 3 Apprenticeships 1, 2, 3, 5 Applying for a Job 1, 2, 3, 4 Personal Statement 1, 2, 3, 4 Interview Techniques 2, 3, 4 Application process and preparing for interviews Performing successfully in interviews Effective interview and application skills Progression routes, researching options and creating plans Evaluating personal skills and abilities for progression routes Post-16 progression route event 2, 3, 5, 7	Preparing for the work experience placement 1, 6 CVs 1, 3 Rights roles and responsibilities in society Special constables - roles and responsibilities	Options at 16 1, 2, 3 Financial decisions and consequences Online safety and privacy

	Autumn	Spring	Summer
Year 11	Aptitudes 1, 2, 3 Post 16 Options Evening 1, 2, 3 Building for the Future – PHSCE Lesson 1, 3, 4 Work Life Balance – PHSCE Lesson 1, 3, 4 Emotional Wellbeing and Stress – PSHCE Lesson 1, 3, 4 Different types of employment Working whilst studying Acquiring employability skills Application process and preparing for interviews Apprenticeships Post-16 progression route event 2, 3, 5, 7 Effective interview techniques Preparation for Mock interviews	Green careers 1, 2, 3 Careers in renewable energy 1, 2, 3 Discover LMI 2	Goal setting – progression routes Progression routes, research options and creating plans Employment rights and responsibilities
	Options at 18 1, 2, 3	Choosing a degree subject 1, 2, 3, 7 Researching degree courses 1, 2, 3, 7 Careers in the NHS 1, 2, 3	Creating a UCAS personal statement 1, 3, 7 Understanding the school leaver and graduate jobs market 1, 2, 3 Job search technique 1, 3, 5
	Completing apprenticeship and job application forms 1, 3, 5 Career resilience 1, 3	Successful interviews 1, 3, 5	

Gatsby Benchmarks

Our CEIAG programme of activities is matched closely to the Gatsby Benchmarks, the criteria by which all CEIAG provision is measured within schools, colleges and universities. The Careers Strategy requires that all schools base their CEIG programme around the benchmarks from 2020.

To assist us in measuring our progress against these benchmarks we complete an annual 'Compass +' survey using a tool provided by the Careers and Enterprise Company.

The Eight Gatsby Benchmarks of Good Careers Guidance are:



A stable careers programme



Addressing the needs of each pupil



Encounters with employers and employees



Encounters with Further and Higher Education



Learning from
career and
labour market
information



Linking
curriculum
learning to
careers



Experiences of
workplaces



Personal
guidance