



Don Valley Academy 5 Year Plan

Every young person needs high-quality career information, advice and guidance to make informed decisions about their future. At Don Valley Academy we are committed to raising the aspirations of all our students through the provision of a varied and high-quality careers programme, supporting them in making and managing choices and transitions that affect their futures, as well as preparing them for the world of work.

At Don Valley Academy we provide the following support to all our students. We have based our structure of support using the Gatsby benchmark tool. The eight benchmarks are a framework for good career guidance; developed to support schools in providing students with the best possible careers education, information, advice, and guidance.

The eight Gatsby benchmarks of Good Career Guidance 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

Our careers programme is also mapped against the Career Development Institute Framework for Careers, Employability and Enterprise Education.

Year Group	Support Provided
7	Access to impartial Careers advice through a qualified careers adviser to help with career exploration and to address stereotypes or misconceptions. A progressive Careers Education programme delivered through Careers Step Up days and Ethics, Philosophy and Citizenship (EPC) lessons. Appropriate subject specific advice in relation to careers.

	<p>Encounter with a provider of approved technical education qualifications or apprenticeships.</p> <p>Access to a range of outside speakers and guest assemblies from a wide range of different areas e.g. Industries/ Universities through the HEPP programme.</p> <p>Access to a range of employers/providers through regular careers café.</p> <p>Access to specific careers events and outside providers through Careers Step Up days and assemblies.</p> <p>Access to employers, education and training providers through visits, activities and Careers Step Up days.</p> <p>Access to activities and providers related to National Green Careers Week, National Careers Week and National Apprenticeship Week.</p>
8	<p>Access to impartial Careers advice to help with career exploration and to address stereotypes or misconceptions.</p> <p>A progressive Careers Education programme delivered through Step Up days and Ethics, Philosophy and Citizenship (EPC) lessons.</p> <p>Appropriate subject specific advice in relation to careers.</p> <p>Encounter with a provider of approved technical education qualifications or apprenticeships.</p> <p>Access to a range of outside speakers and guest assemblies from a wide range of different areas e.g. Industries/ Universities through the HEPP programme.</p> <p>Access to a range or employers/providers through regular careers café.</p> <p>Access to specific careers events and outside providers through Careers Drop Careers Step Up days and assemblies.</p> <p>Participation in the NHS 'Care Into the Future Event'.</p> <p>Access to activities and providers related to National Green Careers Week, National Careers Week and National Apprenticeship Week.</p>
9	<p>Access to impartial Careers advice to help with career exploration and to address stereotypes or misconceptions.</p> <p>Encounter with a provider of approved technical education qualifications or apprenticeships.</p> <p>A progressive Careers Education programme delivered through Careers Step Up days and EPC lessons.</p> <p>Transition support for students and parents/carers on Options for KS4.</p> <p>One-to-one interview to check suitability of option choices.</p> <p>Access to a range of outside speakers and guest assemblies from a wide range of different areas e.g. Industries/ Universities through the HEPP programme.</p> <p>Access to a range or employers/providers through regular careers café.</p> <p>Access to specific careers events and outside providers through Careers Step Up days and assemblies.</p> <p>Access to activities and providers related to National Green Careers Week, National Careers Week and National Apprenticeship Week.</p>
10	<p>Access to careers information, advice and guidance through a qualified, impartial careers adviser.</p> <p>Disadvantaged and 'High Risk' students prioritised for early impartial careers information, advice and guidance.</p>

	<p>A progressive Careers Education programme delivered through Careers Step Up days and EPC lessons.</p> <p>Visits to and from universities and colleges to support transition post-16.</p> <p>Access to a range of outside speakers and guest assemblies from a wide range of different employers, education and training providers, including Universities through the HEPPSY programme.</p> <p>Access to a range of employers/providers through regular careers café.</p> <p>A mock interview with a local employer.</p> <p>Support in completing application forms for employment and colleges through employability sessions.</p> <p>Access to a range of outside speakers from a wide range of different areas e.g. Industries/ Universities through the HEPPSY programme.</p> <p>Activities which give students experience of workplaces, some of which will be through virtual work experience.</p> <p>Access to specific careers events and outside providers through Careers Step Up days and assemblies.</p> <p>Participation in 'Opportunities Live'.</p> <p>Access to activities and providers related to National Green Careers Week, National Careers Week and National Apprenticeship Week.</p>
11	<p>Access to careers information, advice and guidance through a qualified, impartial careers adviser.</p> <p>Visits to and from universities and colleges and access to student finance talks and managing personal budgets.</p> <p>Support from our Careers Adviser in completing application forms for sixth forms and colleges, finding, and applying for apprenticeships.</p> <p>Support on completing a CV and letter/email of application.</p> <p>Access to a range of outside speakers from a wide range of different areas e.g. Industries/ Universities through the HEPPSY programme.</p> <p>Access to a range of employers/providers through regular careers café.</p> <p>Access to a range of post 16, apprenticeship and traineeship providers through Aspiration Events.</p> <p>Access to specific careers events and outside providers through Careers Step Up days and assemblies.</p> <p>Access to activities and providers related to National Green Careers Week, National Careers Week and National Apprenticeship Week.</p>

Gatsby Benchmark 4: Embedded into the curriculum "As we discovered, good career guidance means linking different activities together to form a coherent whole" Sir John Holman - University of York (Gatsby).

Department areas are highlighting career links, opportunities, and skills into their schemes of work to enable an embedded and cohesive approach to CEIAG at Don Valley Academy. Evidence suggests that students who are more aware of the career pathways from different subjects engaged with more confidence and purpose and were generally more motivated. This could be

through trips, visitors, developing skills, topics linked to specific jobs or career areas, progression discussion, researching or reflecting on people within a range of industries relating to the subject - Historians, technologists, scientists etc

APPENDIX:

Outline Gatsby Benchmarks:

1 A stable careers programme Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers, governors and employers.

2 Learning from career and labour market information Every pupil, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.

3 Addressing the needs of each pupil Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school's careers programme should embed equality and diversity considerations throughout.

4 Linking curriculum learning to careers All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.

5 Encounters with employers and employees Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.

6 Experiences of workplaces Every pupil should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities and expand their networks.

7 Encounters with further and higher education All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.

8 Personal guidance Every pupil should have opportunities for guidance interviews with a career adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but should be timed to meet their individual needs