



Wednesfield Academy

Wednesfield Academy: Careers Plan Spring 2023 onwards

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Vision: Our highly ambitious careers curriculum aids all pupils to make confident and well-informed choices to support the next stage of their lives at any stage of their learning.

At Wednesfield Academy, Careers Education, Information, Advice and Guidance is embedded through all elements of our pupils' lives within the academy. We work hard to ensure that careers education is an integral part of the school to ensure that our vision is met so that we can successfully Change Lives and Shape Futures. We work in partnership with a wide range of employers and education providers to offer an inspiring, supportive and motivational careers programme for everyone. We aim to give every pupil the best chance at progressing onto their chosen career pathway, through an exciting range of careers events that showcase the full range of options available, and by helping pupils to navigate that choice with well-informed, up-to-date and independent advice and guidance.

We offer careers activities to meet everyone's individual needs and allow our pupils to broaden their horizons by meeting new and inspiring people who help us to bring together a careers programme that raises aspirations, challenges stereotypical thinking and promotes equality and diversity.

We take a whole school approach to careers education, where careers support will be embedded into the whole curriculum and a pupil's journey through the school from Year 7 to Year 13. The careers programme at Wednesfield Academy goes beyond helping pupils to figure out what their next steps should be; it helps pupils to recognise their own strengths and interests and to continually develop the essential employability and life skills to make successful applications to their chosen pathways.

Below is the plan for our Careers Programme, mapped to the 8 Gatsby Benchmarks of Good Careers Guidance ([Good Career Guidance | Education | Gatsby](#))

Benchmark 1: A stable careers programme

- Wednesfield Academy will measure and assess the impact of its own careers programme using the Gatsby Benchmarks and the Compass+ tool, as well as our own internal tracking systems. We will regularly evaluate our programme using opinions from all stakeholders and with support from our Enterprise Advisor.
- The Senior Leadership Team and the school improvement team support the careers programme, with the Careers Leader being line managed by a member of the Senior Leadership Team to promote and champion the programme in weekly leadership meetings.
- Resources have been allocated to enhance the careers activities we can provide.
- A dedicated area of the school's website details useful and up to date information for use by pupils, parents and teachers.
- Our Provider Access Policy is also published on our website for the benefit of employers and educational establishments.

Benchmark 2: Learning from careers and labour market information

- Pupils will be informed of updated LMI information through Shaping Futures Future Fridays, annually through assemblies and in their individual careers interviews.
- A dedicated section of the careers' website page will include LMI and will be updated regularly.
- LMI will be included in careers displays in school.
- Staff will be kept up to date through annual careers CPD sessions.

- Employers invited into school will help to contribute to the delivery of LMI information.
- Parents will be updated about LMI information through the school's website and parents' evenings.

Benchmark 3: Addressing the needs of each pupil

- Our Careers Programme is designed to support our pupils into the career pathways of their choice. Each student will have tailored advice and support at key transition points.
- We aim to raise the aspirations of all of our pupils, encouraging them to consider a range of pathways at Post 16 that will help them to access Higher Education, Higher Apprenticeships and Degree Apprenticeships as appropriate.
- Futures Friday will include activities and information for all students regarding the different pathways that can be chosen post 16 and 18.
- We challenge career stereotypes through the example set by our visiting employers and through the Futures Friday programme as part of tutor time.
- The school will continue to keep accurate records of all our pupils' careers experiences and use their aspirations and interests to help tailor and target future support.
- Our rejuvenated Alumni Network will allow us to track the destinations of our pupils and use this information to inform and evaluate our careers programme.
- Our SEND pupils will receive targeted support from our Careers Advisor and also our Connexions Career Advisor in liaison with the careers lead and the SENCO. Additional support will also be offered where needed, such as sourcing supportive workplace experience opportunities or support with completing application forms.
- The number of universities and organisations that the school works with will continue to grow to ensure that underrepresented groups access higher level learning. This will be done in coordination with the strategic lead for Pupil Premium.

Benchmark 4: Linking curriculum learning to careers

- We have a whole school approach to careers where careers staff, teachers and pastoral staff help to support our pupils as they navigate and select their career pathways.
- Careers education will be incorporated into all subjects not just PHSE, English, maths and science.
- Key employability skills are incorporated into the medium-term plans of each subject in each year group.
- Dedicated Careers Weeks throughout the academic year will ensure that a careers link is included in every lesson for every pupil.
- Each faculty has a dedicated careers display.
- Faculties are encouraged to develop links with local employers and universities and use these to create new opportunities for pupils within lessons or for educational visits to workplaces or higher education providers.
- Each year group has a series of tutor time sessions focused on careers called Futures Friday. These sessions are coordinated by the careers lead and tailored to the different stages of their career learning.
- An annual CPD session for all teaching staff is dedicated to careers.

Benchmark 5: Encounters with employers and employees

- We continue to build a strong network of local employers, many of whom regularly return to support the school each year.
- All pupils attend our annual Careers Fair where they meet a range of employers.
- A growing proportion of our pupils have the opportunity to take part in events with employers throughout the year.
- We have a developing Alumni network which will allow us to facilitate wider variety of encounters for our pupils to enrich their experience further.

Benchmark 6: Experience of workplaces

- Year 12 pupils take part in a full week of work experience.
- In 2023, all Year 10 pupils have had the opportunity to complete a weeklong work experience placement.
- Year 9 pupils have the opportunity to take part in Take Your Child to Work Day.

- Pupils are regularly sent virtual work experience opportunities to take part in.
- Pupils have the opportunities to take on leading roles within the school, such as Cadets and Sixth Form Council.

Benchmark 7: Encounters with further and higher education

- The school continues to build a network including local and national providers and uses these contacts to help inform our pupils of all of the options available to them.
- All pupils attend our Careers Fair with a full range of options presented: universities, colleges, apprenticeships, employment, training providers and technical education providers.
- Tutor sessions and assemblies help pupils to explore their options.
- Futures Week in Year 12 supports pupils with understanding their options.
- Parents are kept informed through Parents' Evening events and through newsletters, the school website and via MCAS.
- Some outreach work takes place in the school such as Aston University's: Route into Healthcare.

Benchmark 8: Personal Guidance

- Every pupil will have had at least one interview with our Careers Adviser by the end of Year 11.
- These sessions are impartial and conducted by staff with professional careers qualifications.
- Pupils receive extensive tailored UCAS and Apprenticeships application support.
- Targeted careers interviews take place for those with the most need and requests from pastoral staff, tutors and teachers are prioritised.