



Careers Programme 2021 - 22



At Joseph Leckie Academy we believe that careers education is a life long journey, and as such we ensure that we provide our students every opportunity to develop their understanding of the skills and qualities that local and national employers require and the pathways that are available to them in order to enter a career of their choosing. We recognise the changing face of the world of work and therefore we work hard to equip our students with the essential employability and life skills which will help them on their career journey.

We work with a range of employers and education providers in order to offer a wide ranging and inspiring careers programme which is suitable for every single one of our students. We work hard to ensure that all of our students are offered the information guidance and support to help them with making the right decisions for their future.

Below is the overview of our Careers Programme, as well as a mapping document to show how we are working towards continually meeting the 8 Gatsby Benchmarks of Good Careers Guidance (<https://www.gatsby.org.uk/education/focus-areas/good-career-guidance>).

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Year Group	Term 1	Term 2	Term 3
Year 7	1. Form time activities (GB2,4)	2. Form time activities (GB2,4) 3. National Careers Week assemblies & form activities (GB2,4) 4. National Careers Week – curriculum lessons (GB2,4)	1. Form time activities (GB2,4) 2. PDP sessions – Careers input (GB2,3,4) 3. Careers Fair (GB5,7) 4. Take your child to work day (GB6)
Year 8	1. Form time activities (GB2,4)	1. Options Evening career information for students and parents including LMI (GB2) 2. National Careers Week assemblies & form activities (GB2,4) 3. National Careers Week – curriculum lessons (GB2,4) 4. Form time KS4 Options activities (GB2,3,4)	1. PDP sessions – Careers input (GB2,3,4)
Year 9	1. PDP Careers lessons x3 (GB2,3,4) 2. DWP Careers mentoring project (PP students) (GB2,3,5)		
	1. Business Studies – Presentations from local enterprises (GB4,5)	1. National Careers Week assemblies & form activities (GB2,4) 2. National Careers Week – curriculum lessons (GB2,4)	
Year 10	1. Young Enterprise Company Programme (GB2,5) 2. PDP Careers lessons x6 (GB2,3,4) 3. Princes' Trust Mosaic Mentoring Programme (GB2,5,6)		
	1. PDP Careers booklets x6 lessons GB2,3,4) 2. Business Studies – Presentations from local enterprises (GB4)	1. National Careers Week assemblies & form activities (GB2,4) 2. National Careers Week – curriculum lessons (GB2,4)	1. Careers day - Job application process focus (GB2,3,5) 2. Careers Fair (GB5,7)
Year 11	1. 20 minute personal careers interview with Independent Careers Advisor (Deanne Russell – Walsall Council) (GB8)		
	1. PDP Practice interviews preparation lessons (GB2,3,4)x6 2. Practice Job interviews – Walsall Rugby Club (GB5,8)	1. Apprenticeship / Training provider assembly (GB5,7) 2. Real Apprentice event (GB5,7) 3. National Careers Week assemblies & form activities (GB2,4)	1. NCS programme (GB5,6,7)
Year 12	1. 20 minute optional personal careers interview with independent Careers advisor (Deanne Russell – Walsall Council) (GB8) 2. Subject specific employer / He talks as a part of the enrichment programme (GB3,5,7) 3. PDP Careers lessons (GB2,3,4) 4. EYE / H&S work placements (GB2,4,6) 5. World of Work Week sessions (GB2,3,5,7)		
		1. Apprenticeship Q&A session (GB5,7) 2. National Apprenticeship event (NIA, Birmingham) (GB5,7) 3. National Careers Week assemblies & form activities (GB2,4)	1. UCAS Week (GB5,7) 2. Careers day (Part of UCAS week) – Village Hotel (GB5,7) 3. Work Experience week (GB6) 4. Careers Fair (GB5,7)
Year 13	1. 20 minute optional personal careers interview with independent Careers advisor (Deanne Russell– Walsall Council) (GB8) 2. Subject specific employer / He talks as a part of the enrichment programme (GB3,5,7) 3. PDP Careers lessons (GB2,3,4) 4. EYE / H&S work placements (GB2,4,6) 5. World of Work Week sessions (GB2,3,5,7)		
	1. University open days (GB7)	1. National Apprenticeship event (NIA, Birmingham) (GB5,7) 2. National Careers Week assemblies & form activities (GB2,4)	1. Apprenticeship / Training provider assembly (GB5,7) 2. Careers Fair (GB5,7)

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Benchmark 1: A stable careers programme

- Joseph Leckie Academy will measure and assess the impact of our careers programme using the Gatsby Benchmarks and Compass tool.
- Regular evaluation of activities and overall programme using opinions of students, teachers, parents and employers.
- Joseph Leckie Academy has a named Careers Leader who is supported by an Assistant Principal with responsibility for Careers. The Leadership Team and Board of Governors support the careers programme.
- Joseph Leckie Academy has a dedicated Careers website with useful and up-to-date information for use by students, parents, teachers, employers and alumni.
- The Provider Access Policy is published on the Academy's website.

Benchmark 2: Learning from careers and labour market information

- PDP lessons, assemblies, Career of the week form slides and Careers Week form time activities will be used to inform students of up-to-date LMI information.
- LMI information is available on the Careers website for use of students, parents, teachers and employers.
- LMI information is shared with parents and students at Parents' Evenings and other Open Evening events.
- Staff kept up-to-date with careers and labour market information via regular emails, staff briefing and CPD sessions.
- External organisations and employers used to contribute towards the delivery of LMI.

Benchmark 3: Addressing the needs of each pupil

- The Careers Programme at Joseph Leckie Academy is designed to support all our students develop their knowledge and understanding of different career and educational pathways.
- At Joseph Leckie Academy we aim to raise the aspirations of all of our students; encouraging them to consider all pathways open to them including Traineeships, Further Education, Higher Education and Apprenticeships.
- We track the destinations of our students and use that information to evaluate our Careers Programme.
- Our SENDCO works closely with our Careers Leader to ensure that our Careers Programme is accessible and suitable for all of our students.
- Our G&T Coordinator works closely with our Careers Leader to ensure that our Careers Programme is designed to raise the aspirations of all of our students.
- The Academy keeps a detailed record of all careers related activities and uses this to tailor and target future support.

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- The use of Unifrog for our students to record their activities, experiences and learning is heavily encouraged and time is given for students to use this platform.
- Year 8 complete a form time Key Stage 4 Options workbook to help them understand and choose their Key Stage 4 options.

Benchmark 4: Linking curriculum learning to careers

- At Joseph Leckie Academy we believe that careers learning should be embedded into all subject areas, not just PDP, English, Maths and Science. Each faculty / department includes careers education in their schemes of work where appropriate
- A dedicated Careers Week ensures that a career education is included in lessons in each subject area.
- Each subject area has a dedicated careers display.
- Subject areas are encouraged to develop links with employers and / or educational institutions in order to create careers learning opportunities in lessons.
- Staff Careers Champions drive the Careers Programme forward in each department / faculty.
- A Careers CPD workshop is available as a part of the Academy's CPD Programme.
- Each year group has PDP lessons which are tailored to different stages of their career learning.
- The Academy works hard to develop STEM opportunities such as trips, clubs, workshops and speakers in the related faculty / departments.

Benchmark 5: Encounters with employers and employees

- Joseph Leckie Academy has a strong network of local employers who are willing to support the Academy in the delivery of our Careers Programme.
- All students have the opportunity to take part in sessions / assemblies by visiting speakers.
- Trips to local employers are arranged throughout the year.
- We are building our network of Alumni who will be able to provide a variety of encounters for our students; as well as showcase the achievement of our former students.
- All Year 7, 10 and Sixth Form students attend the annual Careers Fair.
- Year 10 will take part in a Careers day.
- Year 11 will have mock interviews with local employees.
- Year 11 students will have the opportunity to visit an Apprenticeship Roadshow.
- Year 12 will have a careers day as a part of their 'UCAS Week'.
- Year 12 & 13 will have the opportunity to attend the National Apprenticeship Event

Benchmark 6: Experience of workplaces

- Year 12 students will take part in a Work Experience Week in the Summer Term.

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- Year 7 students will have the opportunity to take part in the 'Take Your Child to Work Day' as part of Activities Week.
- All students are encouraged to gain voluntary work during their spare time and during Academy holidays. If required they will be supported in this and opportunities are regularly advertised.
- Year 11 and 12 students are encouraged to take part in NCS which includes a voluntary work placement.
- Students have many opportunities to take on leading roles within the Academy to give them a taste of a working dynamic E.g. Academy Council, Head Boy/Girl etc.
- Visits to employers are arranged throughout the year for small groups of students.

Benchmark 7: Encounters with further and higher education

- The Academy has built up contacts with a range of local and national educational providers and uses these contacts to help to inform our students of all of the options available to them.
- Year 7, 10 and Sixth Form students attend our annual Careers Fair with Universities, Colleges, Apprenticeships, Training Providers, Gap Year and Voluntary Work organisations all in attendance.
- Speakers, taster lectures, trips and projects are arranged throughout the year.
- PDP sessions and assemblies help students to explore all possible options.
- Parents are kept informed through Parents' Evenings, letters and the Academy website.
- Year 12 students visit at least 2 universities during 'UCAS Week'.
- Tailored Access Schemes and projects from universities are offered to our students.
- University Summer Schools are advertised and encouraged to our Year 10 and 12 students.
- Students in Year 11 and 12 are encouraged to take part in NCS which includes a university taster experience.
- Year 8 pupils and parents are given up-to-date information as part of the Key Stage 4 Options process.

Benchmark 8: Personal guidance

- Every student will have had at least one interview with our Careers Advisor by the end of Year 11. Students discuss their chosen pathway and can also request application support, mock interviews, CV advice etc.
- Every student has the opportunity to have at least one interview with our Careers Advisor or Careers Leader by the end of Year 13.
- The above sessions usually occur much more than just once for most students, they are impartial and conducted by staff with professional careers qualifications.
- All Year 11 students who apply to Joseph Leckie Academy will have an interview with the Head of Sixth Form.
- Joseph Leckie Academy has a 'NEET Team' made up of pastoral staff who work with individuals with the aim that none of our students are NEET at the end of Year 11.



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