Consett Academy - Careers Program

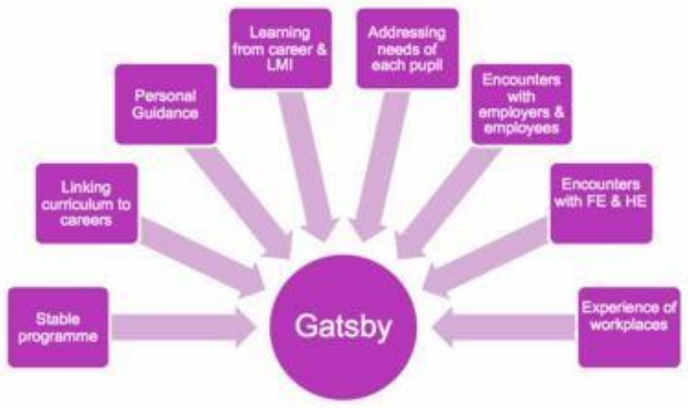
Vision and Objectives:
We believe, a systematic way of shaping and developing character. The Careers program at Consett is therefore, underpinned by and reflects the importance we attach to our Trust values and character education. It also incorporates the Gatsby Benchmarks, which are interwoven throughout the programme. Our careers' provision set out below, along with our policy, complies with the Academy's legal obligations under Section 42B of the Education Act 1997.

Consetts Values

We emphasise our 5 values in, giving students the opportunity to be;

- Ambitious
- Resilient
- Respectful
- Inclusive
- collaborative

There are 8 Gatsby Benchmarks:



There are also 6 learning areas developments by the CDI (Careers Development Institute) which are broken down in to KS3 and KS4'

KS3

Grow throughout life	being aware of the sources of help and support available and responding positively to feedback
	being aware that learning, skills and qualifications are important for career
	being willing to challenge themselves and try new things
	recording achievements
	being aware of heritage, identity and values
Explore Possibilities	being aware of the range of possible jobs
	identifying common sources of information about the labour market education system
	being aware of the main learning pathways (e.g. university, college and apprenticeships)
	being aware that many jobs require learning, skills and minimum qualifications
	being aware of the range of different sectors and organisations where they can work
	being aware of the range of ways that organisations undertake recruitment and selection
Manage Career	being aware that career describes their journey through life, learning and work
	looking forward to the future
	imagining a range of possibilities for themselves in their career
	being aware that diff rent jobs and careers bring different challenges and rewards
	managing the transition into secondary school and preparing for choosing their GCSEs
	learning from setbacks and challenges
Create opportunities	developing friendships and relationships with others
	being aware that it is important to take initiative in their learning and life
	being aware that building a career will require them to be imaginative and fl exible
	developing the ability to communicate their needs and wants
	being able to identify a role model and being aware of the value of leadership
	being aware of the concept of entrepreneurialism and self-employment
Balance life and work	being aware of the concept of work-life balance
	being aware that physical and mental wellbeing are important
	being aware of money and that individuals and families have to actively manage their finances
	being aware of the ways that they can be involved in their family and community
	being aware of different life stages and life roles
	being aware of rights and responsibilities in the workplace and in society
	recognising the injustices caused by prejudice, stereotypes and discrimination in learning and workplaces
See the big picture	being aware of a range of different media, information sources and viewpoints
	being aware that there are trends in local and national labour markets
	being aware that trends in technology and science have implications for career
	being aware of the relationship between career and the natural environment
	being aware of the relationship between career, community and society
	being aware of the relationship between career, politics and the economy

KS4

Grow throughout life	responding positively to help, support and feedback
	positively engaging in learning and taking action to achieve good outcomes
	recognising the value of challenging themselves and trying new things
	reflecting on and recording achievements, experiences and learning
	considering what learning pathway they should pursue next
	reflecting on their heritage, identity and values
Explore Possibilities	which one they want to follow and how they will access and succeed in it
	researching the learning and qualification requirements for jobs and careers that they are interested in
	researching the range of workplaces and what it is like to work there
	researching how recruitment and selection processes work and what they need to do to succeed in them
Manage Career	recognising the different ways in which people talk about career and reflecting on its meaning to them
	building their confidence and optimism about their future
	making plans and developing a pathway into their future
	considering the risks and rewards associated with different pathways and careers
	taking steps to achieve in their GCSEs and make a decision about their post-16 pathway
	thinking about how they deal with and learn from challenges and setbacks
Create opportunities	developing friendships and relationships and reflecting on their relationship to their career
	starting to take responsibility for making things happen in their career
	being able to reflect on and change their career ideas and the strategies that they are pursuing to achieve them
	being willing to speak up for themselves and others
	being able to discuss roles models and reflect on leadership
	researching entrepreneurialism and self-employment
Balance life and work	reflecting on the different ways in which people balance their work and life
	reflecting on their physical and mental wellbeing and considering how they can improve these
	recognising the role that money and finances will play, in the decisions that they make and, in their life and career
	recognising the role that they play in their family and community and considering how that might shape their career
	considering how they want to move through different life stages and manage different life roles
	developing knowledge of rights and responsibilities in the workplace and in society
	identifying what they can do, individually and with others, to challenge prejudice, stereotyping and discrimination in learning and workplaces
See the big picture	evaluating diff erent media, information sources and viewpoints
	exploring local and national labour market trends
	exploring trends in technology and science
	exploring the relationship between career and the environment
	exploring the relationship between career, community and society
	exploring the relationship between career, politics and the economy

Together, they underpin our careers' provision through Personal Development (PD), timetabled lessons, dedicated careers' advisor appointments and specific interactions with external employers and educational stakeholders. The Gatsby Benchmark framework and the CDI learning areas aim to ensure that all students in Years 7-13 are entitled to:

- To find out about technical education qualifications and apprenticeships opportunities, as part of a careers programme which provides information on the full range of education and training options available at each transition point.
- To hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships – through options evenings, assemblies and group discussions and taster events.
- To understand how to make applications for the full range of academic and technical courses.

The Careers' Team:
Mrs Wilkinson is our Careers Lead; she oversees the development of the careers' programme. She is responsible for the day-to-day running of the careers' provision. We also have Alex Jones who is our Trust Admin. We provide independent careers' advice to students through a partnership with Career Wave

Provision includes careers' assemblies and sessions, CEIAG, workshops, employability skills including interview techniques and First Aid, enterprise activities and partnerships with local business and industry. We work closely with the North East Combined Authority and have 1 Enterprise adviser. We have an active School-Business partnership group that support a range of meaningful interactions with employment.

The written guide below shows the variety of experiences that are on offer at Consett Academy, broken down into the Gatsby Benchmarks. From this you can see the range of exciting opportunities students at Consett can expect in each academic year.

If you are able to help with the provision of external speakers or employment opportunities for our students, please do not hesitate to get in touch – Rachael Wilkinson : 01207 507001 or R.Wilkinson@ncdat.org.uk

	Gatsby Benchmark 1 A stable careers programme	**Gatsby Benchmark 2** Learning about the Labour-Market	**Gatsby Benchmark 3** Addressing the needs of each pupil	**Gatsby Benchmark 4** Linking careers to the curriculum	**Gatsby Benchmark 5** Encounters with employers/employees	**Gatsby Benchmark 6** Experience of workplaces	**Gatsby Benchmark 7** Encounters with Further and Higher Education	**Gatsby Benchmark 8** Personal guidance
YEAR 7	Weekly drop-in sessions in the Careers Hub to give students access to Unifrog and group careers support. PSHEE delivery on Dreams and Goals. This will access goal setting and raising aspirations. Future Pathways- celebrating a career each week during form time. Year 7 introduced to Unifrog and begin profiles September.	Every week LMI is shared through the Future Focus PowerPoint which is then discussed during form time. Local LMI is shared in assembly.	PSHE delivery on careers routes throughout the year. Advice and a Slice- Parents evening with careers advice available. Weekly Webinars posted on social media hosted by Unifrog	Curriculum staff to highlight the relevance of subjects to careers; the relationship between subjects, future jobs and skills is clearly outlined and students are supported to understand potential pathways from subjects. Within each subject: • Employability skills will be explicitly linked • Pathways are highlighted for post 16/18 options • Linked job roles/sectors are identified	Guest speakers from employers throughout the year who will discuss the various routes into careers. Guess the Role carousel with employers in November.	Virtual or in person visit to a local site based on year group interests in the summer term.	Local educational providers are invited to assemblies.	Group session with careers advisor, also students can come along to a lunch time Half termly.

Learning Outcome **Year 7**	Students will be able to create an online profile using Unifrog and have completed both the personality quiz and their "frog type". Students will be able to discuss employers they have found interesting and understand more about the local labour market.							
YEAR 8	Weekly drop-in sessions in the Careers Hub to give students access to Unifrog and group careers support. PD delivery inclusive of the CDI framework. This will access goal setting and raising aspirations. Future Pathways- celebrating a career each week during form time.	Every week LMI is shared through the Future Focus PowerPoint which is then discussed during form time. Local LMI is shared in assembly.	PSHE delivery on careers routes. Guest speakers from employers throughout the year who will discuss the various routes into careers. Advice and a Slice- Parents evening with careers advice available. Weekly Webinars posted on social media hosted by Unifrog	Curriculum staff to highlight the relevance of subjects to careers; the relationship between subjects, future jobs and skills is clearly outlined and students are supported to understand potential pathways from subjects. Within each subject: • Employability skills will be explicitly linked • Pathways are highlighted for post 16/18 options • Linked job roles/sectors are identified	Guest speakers from employers throughout the year who will discuss the various routes into careers.	Virtual or in person visit to a local site based on year group interests in the summer term.	Local educational providers are invited to assemblies. Targeted trip to a university to raise aspirations.	Group session with Careers advisor scheduled April/May.
Learning Outcome **Year 8**	Building on from Year 7, students will continue to develop their Unifrog profile and begin to have a great awareness of the different routes into post 16 education.							
YEAR 9	Weekly drop-in sessions in the Careers Hub to give students access to Unifrog and group careers support. PD delivery inclusive of the CDI framework. This will access goal setting and raising aspirations Future Pathways- celebrating a career each week during form time.	Every week LMI is shared through the PREP PowerPoint which is then discussed during form time. Local LMI is shared in assembly.	KS4 options event with support from careers team available. Options assemblies which discuss the courses available at Consett Academy. Weekly Webinars posted on social media hosted by Unifrog	Curriculum staff to highlight the relevance of subjects to careers; the relationship between subjects, future jobs and skills is clearly outlined and students are supported to understand potential pathways from subjects. Within each subject: • Employability skills will be explicitly linked • Pathways are highlighted for post 16/18 options	Employers are invited to careers fair in December. Year 9 Careers Fair trip to St James Park	Virtual Work Experience scheduled for July.	Local educational providers are invited to assemblies. Targeted trip to a university to raise aspirations.	Students meet in groups with careers advisor to discuss KS4 options. Pupils identified by the Head of Year or year Manager are given bespoke guidance on KS4 options in December.

				• Linked job roles/sectors are identified				
Learning Outcome **Year 9**	Students will have a clear plan for their post 14 choices for secondary education, they will be able to reflect on whether their choices for GCSE are appropriate and have successfully made their choices for KS4. Students will be able to discuss employers they have found interesting.							
YEAR 10	Weekly drop-in sessions in the Careers Hub to give students access to Unifrog and group careers support. PD delivery inclusive of the CDI framework. This will access goal setting and raising aspirations Future Pathways- celebrating a career each week during form time. Mock Interviews for all students	Every week LMI is shared through the PREP PowerPoint which is then discussed during form time. Local LMI is shared in assembly.	Advice and a Slice- Parents evening with careers advice available. Speakers for Schools assembly in the autumn term. Apprenticeships assembly and workshop from Career Wave Weekly Webinars posted on social media hosted by Unifrog	Curriculum staff to highlight the relevance of subjects to careers; the relationship between subjects, future jobs and skills is clearly outlined and students are supported to understand potential pathways from subjects. Within each subject: • Employability skills will be explicitly linked • Pathways are highlighted for post 16/18 options • Linked job roles/sectors are identified	Local employers are invited to join assemblies throughout the year Workplace visits for all Year 10 students targeted through interests to meet a wide range of employees from that workplace. Employers are invited to careers fair in December.	Work experience for all Year 10 students targeted through interests to gain a valuable experience of a workplace.	Selected students will be invited to trips to local colleges and post 16 destinations. Local educational providers are invited to assemblies, students will also meet providers through the careers fair.	Careers advisor will support during delivery of PSHEE. Individual session with Careers advisor scheduled June/July.
Learning Outcome **Year 10**	Students will have considered their post 16 education options. Students will be confident in explaining the various post 16 routes in education and how that affects their career pathway.							
YEAR 11	PSHEE delivery on Dreams and Goal during Spring Half Term. This will access interview skills, interpersonal skills and goal setting. Future Pathways - celebrating a career each week during form time.	Every week LMI is shared through the PREP PowerPoint which is then discussed during form time. Local LMI is shared in assembly.	All students have at least one appointment with either the academic tutors, careers advisor or a member from the Senior Leadership Team to tailor careers pathway and post 16 opportunities. Apprenticeships assembly and workshop from Career Wave	Curriculum staff to highlight the relevance of subjects to careers; the relationship between subjects, future jobs and skills is clearly outlined and students are supported to understand potential pathways from subjects. Within each subject:	Local employers are invited to join assemblies throughout the year.	Students complete one interview with an external stakeholder. This is scheduled in January/February. Virtual work experience available for selected students.	Selected students will be invited to trips to local colleges and post 16 destinations. Local educational providers are invited to assemblies, students will also meet providers through the careers fair.	All students to receive 1:1 session with careers advisor. Pupils identified by the Head of Year or year Manager are given bespoke guidance on post 16 options in December.

			Weekly Webinars posted on social media hosted by Unifrog	• Employability skills will be explicitly linked • Pathways are highlighted for post 16/18 options • Linked job roles/sectors are identified				
Learning Outcome **Year 11**	Students will be confident in their post 16 choices. All students will have had at least one 1:1 career advice appointment.							

Year 12	PSHEE delivery on work experience and how to find it. Networking sessions for selected students to help with work experience. PD on skills builder in preparation for work experience).	Every Friday LMI is shared through the Future Friday PowerPoint which is then discussed during form time. Local LMI is shared in assembly.	Social Mobility students identified, and assemblies given. Sixth Form Progression Lead and Careers Leads meet with all students to tailor careers pathway and post 18 opportunities. All students given information for NU entry and Partners. Opportunities shared weekly via Teams/email to parents. Speakers for Schools assembly in the autumn term.	Curriculum staff to highlight the relevance of subjects to careers; the relationship between subjects, future jobs and skills is clearly outlined and students are supported to understand potential pathways from subjects. Within each subject: • Employability skills will be explicitly linked • Pathways are highlighted for post 18 options • Linked job roles/sectors are identified	Work Experience usually at the end of June. A one-week programme where students gain work experience with a local employer. Employers are invited to careers fair in December.	Year 12 complete work experience at the end of June.	External assemblies every 3 weeks from HE providers. To include: -Local HE -Russel Group -Oxford/Cambridge -Apprenticeships -Volunteering opportunities -Access to HE opportunities	All students to receive 1:1 session with careers advisors.
Learning Outcome **Year 12**	Students will have completed a work experience handbook. All students will have attended the Careers Fair or University Careers Fair and use booklet to reflect on opportunities. Students will build their profile on Unifrog ready for Year 13. Students will have completed their first draft of a personal statement.							

Year 13	Unifrog Profile updated/made for external students during PSHEE delivery. UCAS writing and personal statement support.	Every Friday LMI is shared through the Future Friday PowerPoint which is then discussed during form time. Local LMI is shared in assembly.	Sixth Form Leadership Team and Careers Leads meet with all students to tailor careers pathway and post 18 opportunities. Speakers for Schools assembly in the autumn term. Apprenticeships assembly from Career Wave.	Curriculum staff to highlight the relevance of subjects to careers; the relationship between subjects, future jobs and skills is clearly outlined and students are supported to understand potential pathways from subjects. Within each subject: • Employability skills will be explicitly linked • Pathways are highlighted for post 18 options • Linked job roles/sectors are identified	Local employers are invited to assemblies throughout the year. Employers are invited to careers fair in December. University Careers Fair at St James Park. All students to attend in October/ November.		External assemblies every 3 weeks from HE providers. To include: -Local HE -Russel Group -Oxford/Cambridge -Apprenticeships -Volunteering opportunities -Access to HE opportunities University Careers Fair at St James Park. All students to attend in October/ November.	1:1 session with careers advisors as requested by students and/or parents.
Learning Outcome **Year 13**	All students will have completed a personal statement and have a reference from teachers. All students will have a destination plan guided by academic tutors. All students will have had at least one 1:1 career advice appointment.							

Partnerships:
We currently have excellent partnerships with local employers and educational providers. Please see the list below.

- CAV
- Dyer
- North East Combined Authority

You could get involved by volunteering for mock interview, our careers fair, mentoring, offering work experience placements, providing industry tours or subjects talks. If you would like to discuss ways to get involved, please get in contact.

Parents and Carers:
Parent and Carers are welcome to review and give feedback on the careers provision. This will be done through a parent text through our Arbor app. This will be done yearly to ensure your feedback can be used to improve our careers provision. There are also several opportunities through AMD and Careers Fairs that you can feedback to the college.

Monitoring and Evaluation:
The careers team will review our programme through a full evaluation. We use the CDI framework, the Gatsby Benchmarks and Dots and Law model to ensure our evaluation is rigorous.
We are also required to complete a compass review every half term to help us focus where our provision is needed most. Data generated through feedback from students, parents and staff is used to ensure the evaluations can be as accurate as possible. Finally, as a college we report on KS4 and KS5 destinations data. Please see our Careers Policy for more information.