

Ormiston SWB Academy

Careers Charter by Benchmark



BENCHMARK 1: A STABLE CAREERS PROGRAMME

- ✓ Ormiston SWB Academy will measure and assess the impact of its own careers programme using the Gatsby Benchmarks and the Compass+ tool, as well as using our own internal tracking systems. We regularly evaluate our programme using opinions of providers, students, staff and parents.
- ✓ The Senior Leadership Team and Board of Governors support the programme and we have a dedicated Governor and Assistant Headteacher backing the Careers Programme and supporting the designated Careers Leader.
- ✓ 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 students, 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

- ✓ Students will be informed of updated LMI information through their CORE lessons, assemblies, and careers interviews.
- ✓ A dedicated LMI section on the school website is updated annually.
- ✓ Staff will be kept up to date in annual CPD careers sessions.
- ✓ Employers visiting the school and trips to providers help to contribute to the delivery of LMI information.
- ✓ LMI information will be disseminated to parents at key pathway evenings and through the school's website/social media.

BENCHMARK 3: ADDRESSING THE NEEDS OF EACH STUDENT

- ✓ Our Careers Programme is designed to support our students into the career pathway of their choice. Each student will have tailored advice and support at key transition points.
- ✓ We aim to raise the aspirations of all our students, encouraging them to consider Higher Education, Higher Apprenticeships and Degree Apprenticeships as pathways that will keep their career options wide open for the future.
- ✓ We challenge career stereotypes through our CORE programmes and setting examples through our visiting employers.
- ✓ The school keeps an accurate record of all our students' careers experiences and uses this to tailor and target future support. We also use Start Profile to help our students access a record of these experiences.
- ✓ A detailed database with all student's career aspirations allows us to carefully target our invites for careers activities but most are open to all who choose to sign up.

- ✓ Our SEND students receive regular support from our Careers Adviser, and we help to create supportive workplace experience opportunities for them.
- ✓ The school actively works with universities and organisations that support underrepresented groups to access higher level learning. A dedicated member of leadership, leading on Student Premium activity, supports this.

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 students as they navigate their career pathways.
- ✓ We are working on embedding careers into all subjects for all year groups, not just CORE, English, Maths and Science. Each department will feed careers learning into their scheme of work and occasional lesson objectives are careers centred.
- ✓ A dedicated Careers Week ensures a career link is included in every lesson for every student.
- ✓ Subject departments are encouraged to develop links with local employers and universities and use these to create new opportunities for students within lessons or for educational visits to workplaces or higher education providers.
- ✓ Staff Careers Champions drive the careers programme forward in each department.
- ✓ An annual CPD session for all teaching staff is dedicated to careers.
- ✓ Each year group has a series of CORE lessons dedicated to Careers which are tailored to the different stages of their career learning.
- ✓ The school has a dedicated STEM lead providing opportunities for students such as trips, speakers and activities.

BENCHMARK 5: ENCOUNTERS WITH EMPLOYERS AND EMPLOYEES

- ✓ We have built up a strong network of local employers, many of whom regularly return to support the school each year.
- ✓ All students attend our annual Careers Fair where they meet a range of employers
- ✓ All students have opportunities to take part in sessions by various visiting speakers.
- ✓ Trips to employers are arranged throughout the year.
- ✓ We have built up a strong Alumni Network which allows us to create a variety of encounters for our students and enriches the delivery of our careers programme. We also proudly showcase the many wonderful achievements of our former students.
- ✓ Year 10 will have mock interviews with local employers.
- ✓ Year 12 and 13 will attend additional careers fairs in Birmingham to reach an even wider range of employers.

BENCHMARK 6: EXPERIENCE OF WORKPLACES

- ✓ Year 10 will have a work experience week (virtual or in-person)
- ✓ Year 12 students take part in a full week of work experience.

- ✓ Any student who wishes to gain voluntary work is also encouraged and supported to do this in their spare time. Opportunities are regularly advertised.
- ✓ Older students who wish to complete work experience in the school holidays are supported to do so.
- ✓ Students in years 10-13 are also regularly sent virtual work experience opportunities to take part in.
- ✓ Our structured placements include preparatory and follow up sessions with students to ensure they get the most out of the experience.
- ✓ We value the opportunity for our students to not only experience the workplace through work experience but also to develop essential confidence, communication, perseverance, and resilience skills when trying to source these placements.
- ✓ Visits to employers are arranged throughout the year for small groups.

BENCHMARK 7: ENCOUNTERS WITH FURTHER AND HIGHER EDUCATION

- ✓ The school has built up contacts with a full range of local and national providers and uses these contacts to help inform our students of all the options available to them. This is done through a range of activities both on and off site.
- ✓ All students attend our annual Careers Fair with a full range of options presented to our students: universities, colleges, apprenticeships, employment, training providers, technical education providers, gap year providers and voluntary work organisations.
- ✓ Various visiting speakers, taster lectures, trips and projects are arranged throughout the year.
- ✓ We have partnerships with universities and take part in their various projects.
- ✓ CORE sessions and assemblies help students to explore all their options.
- ✓ Parents are kept regularly informed at Progress Evening events and through letters, texts and the school website.
- ✓ Our students get opportunities to visit a university through CORE enrichment days
- ✓ We also recognise the increasing number of highly regarded apprenticeships and Degree apprenticeships and work closely with businesses and Amazing Apprenticeships to keep our students informed.
- ✓ Year 12 students are encouraged to attend Open Days.
- ✓ Year 12 students attend higher education fairs to reach an even wider range of universities.
- ✓ We also work very closely with several universities and organisations who have tailored Access Schemes and projects to help students along their way to university.
- ✓ Year 9 students and parents are given up-to-date information as part of their Pathways Programme when selecting GCSE options.

BENCHMARK 8: PERSONAL GUIDANCE

- ✓ Every student will have had at least one interview with our Careers Adviser by the end of Year 11. Students do not just simply have discussions about their chosen pathway during these interviews but can also request application support, phone calls to chase up applications, mock interviews, and CV/personal statement advice.

- ✓ Every student will have had at least one appointment with our Careers advisor in Year 12. Students receive extensive tailored UCAS and Apprenticeship application support.
- ✓ Every student and their parents/carers have the opportunity to book a Careers Interview on request.
- ✓ There is also a drop in every Wednesday afternoon at 2.45pm.
- ✓ Targeted careers interviews take place for those with the most need and requests from pastoral staff, tutors and teachers are also encouraged.
- ✓ Careers leader contact details published on the school website for parents to contact if needed