

Baycroft School Careers Strategy

2 Year Plan 2024/2025 – 2025/2026

Vision Statement

Enhance engagement, develop student confidence, support behaviours, raise attainment and aspirations through linking curriculum learning to further educational pathways and careers. Provide meaningful encounters with employers, experiences of work across multiple job sectors and high-quality careers related learning. Our Careers Strategy will support all students to go as far as their talents will take them and have a rewarding and fulfilling career.

Strategic Objectives

Supporting students to progress to positive destinations and reduce the risk of NEET.

Supporting positive attendance and behaviours data.

Enhancing curriculum and attainment levels through links to employers and providers, careers events and local labour market trends.

Aim: Achievement of the benchmarks of good careers guidance

A stable careers programme

Learning from career and labour market information

Addressing the needs of each pupil

Linking curriculum learning to careers

Encounters with employers and employees

Experience of workplaces

Encounters with further education and higher education

Personal guidance

Delivery of 2 Year Careers Strategy

- . To ensure that the careers programme is delivered by individuals with the right skills and experience. The school will use qualified careers professionals to offer advice and guidance to all students.
- . For all subject teachers to embed careers related learning into their subject areas in line with the school careers programme and careers policy. The Gatsby Foundation 2 year review published on 18 November 2024 has updated careers education to reflect life in the 2020s and beyond.
- . To ensure that our careers strategy is fully supported by the Senior Leadership Team within school and is approved by the board of Governors.
- . To ensure that there is a clear focus on the activities which support enterprise, employability skills, workplace experiences and qualifications which employers value.
- . Regularly evaluation our careers strategy to determine impact, quality and outcomes.
- . To ensure that careers related learning is differentiated and suitable for the aspirations, abilities and needs of our learners.

Learning Outcomes to achieve strategic objectives

Strategic Objective: Supporting students to progress to positive destinations and reduce the risk of NEET.

KS3

Learning Outcomes:

1. Be aware of LMI and how it can be useful to you.
2. Be able to give examples of different kinds of work and why they may change throughout your working life.
3. Know how to access, explore and use information available to you.
4. Identify how to challenge stereotyping and discrimination relating to gender, disability and additional learning needs.

KS4

Learning Outcomes:

1. Be aware of the personal, social, economic and environmental factors which will influence career decisions.
2. Be able to seek guidance and be able to research progression pathways.
3. Be aware of equality, diversity and discrimination in the workplace.
4. Be able to draw conclusions and make choices based on careers related learning and advice.

Strategic Objective: Supporting positive attendance and behaviours data.

KS3

Learning Outcomes:

1. Understand the relevance of all subjects to future career paths.
2. Be able to describe your strengths, skills, preferences and qualities. To gain a sense of developing talents and how they apply to the workplace.

KS4

Learning Outcomes:

1. To have access to employers who can help link education to outcomes.
2. Be able to match your skills, interests and values to opportunities in further training and to employment.

Strategic Objective: Enhancing curriculum through links to employers and providers, careers events and local labour market trends.

KS3

Learning Outcomes:

1. Recognise how the qualities and skills that you are developing and demonstrating will make you more employable in the future.
2. Learn how different job sectors require different personality traits, personal qualities and skills.

KS4

Learning Outcomes:

1. Be able to recognise how you are developing skills and qualities which will help you to improve your employability through face to face encounters with local employers and providers.
2. Understand how your qualities and skills will meet the needs of the expectations of your future employers.
3. To meet employers linked to your vocational option subjects.

Principles underpinning our Careers Strategy

This Careers Strategy is part of the Baycroft plan – to improve social mobility and offer opportunity to everyone.

We want every student, no matter what their background or additional learning needs, to be able to build a rewarding and attainable career pathway. Excellent careers related learning ensures equality of opportunity, unlocks potential and transforms outcomes. We aim for all of our young people to understand the full range of opportunities available to them.