



# Careers Strategy

## 2021 – 2022

**Board of Trustees approved:**

**Date approved: Summer Term 2021**

**Review Date: Summer Term 2022**

**Responsible Committee: Board of Trustees**

**Responsible staff member: Careers' Lead**

**CONTENT**

**Page No.**

<b>1</b>	<b>Our Vision</b>	<b>3</b>
<b>2</b>	<b>Objectives</b>	<b>3</b>
<b>3</b>	<b>Our Strengths</b>	<b>3</b>
<b>4</b>	<b>Development Plan: Hailey Hall</b>	<b>4</b>
<b>5</b>	<b>Roles and Responsibilities</b>	<b>8</b>

## 1. Our Vision

### ***Our vision for Careers at Hailey Hall is:***

*We are committed to careers education and access to careers guidance for all pupils at Hailey Hall. We recognise the importance of providing real-life contacts and experiences from the world of work and therefore aim to create tomorrow's citizens today.*

This strategy sets out a clear plan on how we intend to work towards meeting this vision in the short, medium and long term. It is to be read in conjunction with our Careers' policy that can be found on [the Careers' Hub](#).

For further information contact the school's Careers' Lead, Mr Peter Gregory at [pgregory@haileyhall.herts.sch.uk](mailto:pgregory@haileyhall.herts.sch.uk) or 01992 465208 ext. 215.

## 2. Objectives

- *To meet the eight Gatsby benchmarks for good career guidance as recommended by the Department of Education Careers Strategy 2018 by November 2020*
- *To become recognised as the leading school in CEIAG in the Hertford area*
- *To enable all learners to reach a positive destination in learning or training after Year 11*
- *To review and implement our Careers' Tutorial programme at KS3 & KS4*
- *To ensure we increase our employer encounters, links and pupils' experience of the workplace through a range of activities and events.*

We will monitor and evaluate our progress in achieving these aims on a termly basis and review annually.

## 3. Our Strengths

- Established links for Gatsby Benchmarks already in place **5,6,7,8**
- Good working relationships with both Herts and Essex Personal Advisors **GB 8**
- Established Post 16 role already in place, therefore experience available with regard to Post 16 Pathways and procedures
- Relationships with local employers
- Pupils already work well with Post 16 role.

## 4. Development Plan: Hailey Hall

Using the Compass plus (special schools) tool has enabled us to see how the provision of Careers' Guidance at Hailey Hall compares against these benchmarks. Results from Compass June 2021.

- June 2021 - Achieving 6 out of 8 benchmarks

Below is a review of our programme from the 2021-2022 academic year with compass results alongside key recommendations **in red**.

Gatsby Benchmarks		The provision at Hailey Hall	Review & recommendations
<p><b>GB 1- A STABLE CAREERS' PROGRAMME</b></p> <p><b>Compass- 88% - June-2021</b></p> <p><b>To be updated Summer 2022</b></p>	<p>Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, parents / carers, teachers, trustees and employers.</p>	<p>Key Stage 3</p> <ul style="list-style-type: none"> <li>• Year 7 - Introduction to Careers and survey (START)</li> <li>• Years 8 / 9 – Continue to use START and update as and when information re pathways change appropriate</li> </ul> <p>Key Stage 4</p> <ul style="list-style-type: none"> <li>• Year 10 – START</li> <li>• Year 11 – Post 16 Application support workshops and interviews – Oct / Nov 2020</li> </ul>	<p><b><u>Key aims of our careers' programme</u></b></p> <ul style="list-style-type: none"> <li>• Understanding yourself <ul style="list-style-type: none"> <li>○ Pupils understand themselves and their influences on them.</li> </ul> </li> <li>• Understanding the world of work <ul style="list-style-type: none"> <li>○ Pupils investigate opportunities in learning and work.</li> </ul> </li> <li>• Developing career management skills <ul style="list-style-type: none"> <li>○ Pupils make and adjust plans to manage change and transition.</li> </ul> </li> </ul> <p>Our new 2021/22 will be supported by resources from START</p> <ul style="list-style-type: none"> <li>- START launch to staff, parents / carers &amp; pupils</li> <li>-</li> </ul>

<p><b>GB2- LEARNING FROM CAREER AND LABOUR MARKET INFORMATION</b></p> <p><b>Compass- 100% June – 2021 To be updated Summer 2022</b></p>	<p>Every pupil, and their parents / carers, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser. For Hailey Hall, this will be YC Herts.</p>	<p>Pupils, staff and parents / carers have access to a wide range of websites where they can access local and national Labour Market Information.</p> <p>Careers' information is added regularly to the school newsletter</p>	<p>Review of websites - Too much choice (cognitive overload - pupils struggle with too much choice)</p> <p>Research suggests - Pupils interested in long term earnings if they are hoping to attend university</p>
---	---	---	--

<p><b>GB 3- ADDRESSING THE NEEDS OF EACH PUPIL</b></p> <p><b>Compass- 100% June – 2021 To be updated Summer 2022</b></p>	<p>Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school's careers' programme should embed equality and diversity considerations throughout.</p>	<p>Examples include:</p> <ul style="list-style-type: none"> <li>• Careers' Guidance - one-to-one with Herts- Coral Thomas and Essex with Laura Todd</li> <li>• PFA's for Hert's pupils with Coral Thomas</li> <li>• IAG's for Essex Pupils with Laura Todd</li> <li>• Alumni with current HH staff to be updated onto the website</li> </ul>	<ul style="list-style-type: none"> <li>• Reviewing Careers' guidance - regularly with Herts and Essex to review and re-model.</li> <li>• Ex-pupils to be contacted to support current pupils</li> </ul>
--	---	--	---

<p><b>GB4- LINKING CURRICULUM LEARNING TO CAREERS</b></p> <p><b>Compass- 100% June-2021 To be updated Summer 2022</b></p>	<p>All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.</p>	<ul style="list-style-type: none"> <li>• A subject audit is completed each academic year.</li> <li>• Pupils have access to a range of careers linked to subjects.</li> <li>• Science week</li> <li>• Careers' week</li> </ul>	<p>All / the overwhelming majority of pupils by the time they leave school, have meaningfully experienced career learning as part of:</p> <ul style="list-style-type: none"> <li>• English lessons</li> <li>• Maths lessons</li> <li>• Science lessons</li> </ul> <ul style="list-style-type: none"> <li>• Schemes of Work for all subjects reviewed and updated to include Careers</li> </ul>
---	--	---	--

<p><b>GB5- ENCOUNTERS WITH EMPLOYERS AND EMPLOYEES</b></p> <p><b>Compass- 75% June – 2021</b></p> <p><b>To be updated Summer 2022</b></p>	<p>Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting different and varied employers.</p>	<ul style="list-style-type: none"> <li>To arrange various employers to attend Hailey Hall (Covid guidelines) to discuss their role and experiences and Pathways they did</li> </ul>	<p>With evaluation feedback and discussions with pupils as to preferences, they would like to visit in future</p> <p>To engage with local businesses to support visits from pupils at different age groups</p>
<p><b>GB6- EXPERIENCES OF WORKPLACES</b></p> <p><b>Compass- 100% June- 2021</b></p> <p><b>To be updated Summer 2022</b></p>	<p>Every pupil should have first-hand experience of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities and expand their networks.</p>	<ul style="list-style-type: none"> <li>All Yr 10 pupil partake in work experience during the Spring term. 21<sup>st</sup> – 25<sup>th</sup> March 2022 (subject to Covid)</li> <li>Borders (8) – as part of the “Enterprise” innovative of making Biscuits on a Wednesday evening after school, with a visit to Foxholes Care Home in Hitchin (subject to Covid), speaking with HR as to job availability in Social Care and pathways to other employment opportunities related to care</li> <li>To help at local Foodbank on Rosedale estate x 2 days a month (subject to Covid)</li> </ul>	<p>To ensure that all pupils have an experience of the workplace before they are 16.</p> <p>Our enterprise advisor is currently supporting us in this area.</p>
<p><b>GB7- ENCOUNTERS WITH FURTHER AND HIGHER EDUCATION</b></p> <p><b>Compass – 100% June- 2021</b></p> <p><b>To be updated Summer 2022</b></p>	<p>All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, 6<sup>th</sup> Forms, Universities and in the workplace.</p>	<ul style="list-style-type: none"> <li>Yr 10 careers fair (TBC subject to Covid) which takes place each year is attended by a wide range of colleges and employers. This experience is also open to parents / carers to attend as well as pupils from Key stage 3.</li> <li>Yr 10 visits to HRC Turnford and Ware in Feb 2022</li> <li>Yr 11 visit to Hertfordshire University- December 2021 (subject to Covid)</li> <li>Yr 11 bespoke visits to various Colleges where the intention is to attend Post 16 with support from college Transition support workers (TSW)</li> </ul>	<p>To ensure that all pupils have had meaningful encounters with independent training providers.</p>

<p><b>GB8- PERSONAL GUIDANCE</b></p> <p><b>Compass – 100% June- 2021</b></p> <p><b>To be updated Summer-2022</b></p>	<p>Every pupil should have opportunities for guidance interviews with a career adviser, who could be internal (a member of school staff) or independent external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but should be timed to meet their individual needs.</p>	<p>Pupils receive one to one interviews with our careers’ advisors from both Herts and Essex – advisors (Coral Thomas and Laura Todd)</p> <p><u>Herts Pupils</u> – Preparing for Adulthood (PFA)  <u>Essex pupils</u> – Information, Advice and Guidance (IAG)</p> <p><u>All Pupils</u> -  Educational Health Care Plan (EHCP)</p> <p>There is a big focus on this for Yr 9, Yr 10 &amp; Y11 pupils,</p>	
--	--	--	--

## 5. Roles and Responsibilities

*Careers' guidance is the responsibility of all relevant staff at Hailey Hall.*

Name	Title	Main responsibilities
Mr Barnaby Aldiss	Senior Leader Careers' Link	Strategic Overview
Mr Peter Gregory	Careers' Lead	Developing strategy, careers programme
Ms Sara Hill	SENDCo	e.g., co-ordinating EHCP
Mrs Jacquie Gascoigne	Enterprise Co-ordinator	Careers and Enterprise
Mrs Rita French	Supportive Employment Advisor	Work Experience advisor and research
Ms Coral Thomas	PA – Herts	1 to 1's re Career and Education Pathways
Ms Laura Todd	PA – Essex, Preparing for Adulthood Advisor	1 to 1's re Career and Education Pathways
Mrs Jacqueline Clarke	Trustee Link for Careers	Ensure the School is reviewing practice and implementing the Gatsby Benchmark across the School. Reporting back to BOT.