



Shropshire
Gateway
Educational Trust



LACON CHILDE SCHOOL

SCHOOL CAREERS STRATEGY AND ACTION PLAN

SEPTEMBER 2024
to
AUGUST 2025

Our Vision

As a school, we are committed to providing the highest quality educational experience where powerful knowledge sparks curiosity and interest, resulting in academic success for our students and ensuring they go on to secure places at the very best universities and apprenticeships. Our educational offer is not confined to the classroom and as such we pride ourselves on giving every student the opportunity to be the best they can through a diverse range of opportunities, activities and experiences which equips and prepares them with the social and cultural capital needed to compete and be successful.

Lacon Childe School is an active member of the Marches Careers Hub and supports the development of Shropshire's Future Workforce through the Shropshire Enterprise Adviser Network



THE CAREERS &
ENTERPRISE
COMPANY

**LACON CHILDE SCHOOL
CAREERS STRATEGY**

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Introduction

There has never been a time when careers guidance has been as important for young people as it is today. At Lacon Childe School, we have a vital role to play in preparing our pupils for the next stage of their education or training and beyond. Our pupils will be embarking upon a career pathway, which is more challenging and complex than that faced by previous generations. Global opportunities and increasing technological advances will result in young people having several careers during their working life and potentially working in a career that does not currently exist.

With the greater choices of education, training and employment, our aim is to prepare pupils for these ever-changing opportunities, responsibilities, and experiences and to equip them with the skills to manage the choices, changes, and transitions ahead of them.

We have a whole school approach to careers education. This allows pupils to access the necessary information to help them make informed decisions about their futures. Our careers programme throughout the year supports our careers education curriculum and in line with the most recent careers guidance strategy. Careers Education at Lacon Childe School is not just a stand-alone strand; it is thoroughly integrated into every area of the school.

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Purpose and aims

Lacon Childe School is fully committed to ensuring that all of our students acquire the skills, knowledge and attitudes to manage their learning and career progression.

Lacon Childe School has already established a range of effective careers guidance activities which we hope will guide support our pupils to achieve positive destinations, including A level and higher education providers, apprenticeships, technical routes and employment.

This careers strategy sets out Lacon Childe School key approaches internally and externally to enhance the current careers guidance activities and participation opportunities already available to our students. The aim is to ensure that students are fully prepared for, and informed effectively, about their next steps and can therefore aspire to achieve their full potential. We want to ensure that our students have both the aptitude and interpersonal skills to effectively communicate and add value within the workplace.

The school will collaborate throughout this strategy with a range of external agencies to help us ensure we will meet all the mandatory requirements contained within the Department for Education's [Careers guidance and access for education and training providers](#) document (last updated Jan 23). These partnerships will include working alongside The Careers and Enterprise Company (CEC), The Shropshire Local Enterprise Partnership (The Marches), Shropshire County Council (SCC), Further Education (FE) and Higher Education (HE) providers and a wide range of local employers.

High quality careers guidance is a crucial part of improving social mobility. Young people make choices based on what they know and what they think is available to them. If our young people are made fully aware of the career pathways and opportunities available to them, they will be more able to make informed choices about which qualifications and career pathways which will enable them to achieve their goals.

This strategy outlines our whole school approach to delivering careers guidance to all of our pupils throughout their journey through education. Careers activities will therefore take place from Year 7 through to Year 11 as part of the mandatory requirements set by the Department for Education and contained within the Gatsby Benchmarks.

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Strategic Careers Leader

As stated within the within the Department for Education's [Careers guidance and access for education and training providers](#) document, "Every school and college should appoint a named person to the Careers Leader role: a dedicated professional who is a member of the senior leadership team, or works directly with them, and who is responsible and accountable for the delivery of the school or college careers programme.

The Strategic Careers Lead will have the responsibility to make sure that we, as a school, meet our mandatory requirements and continue to work towards achieving all eight of the Gatsby Benchmark.

Aleksandra Koziel has agreed to undertake this role.

Aleksandra Koziel will provide both the Head Teacher and the board of governors with regular updates on our progress and will work closely with the Marches delivery team, our assigned enterprise adviser and local employers to ensure we deliver this strategy.

To fulfil the requirement that "Careers Leaders should be well supported by the senior management team and by their peers", the Careers Leader will have an associated member of the senior leadership to assist with the role.

The supporting member of the senior leadership team is currently Joel Amps.

Our Careers Team

Aleksandra Koziel will lead our team which will include the following staff members:

Anita Hunter – Independent Level 6 careers advisor

Emma Liney – Independent Level 6 careers advisor

Our Enterprise Adviser

Through the Marches Adviser Network, Lacon Childe School are delighted to have been assigned our own designated enterprise adviser.

Emma Lopez, Careers and Enterprise Co-ordinator for Shropshire County Council, will be supporting our careers team to assist us to facilitate careers related activity which will help us achieve Gatsby Benchmarks 5 and 6.

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Current position at Lacon Childe School

Careers provision is linked to our curriculum aim of preparing students for their next stage in education/training and the world of work.

INTENT	To provide a comprehensive careers programme mapped against the Gatsby benchmarks preparing all students for their next stage and the world of work.
IMPLEMENTATION	<ol style="list-style-type: none">1. Continued implementation of a comprehensive careers programme mapped to the Gatsby benchmarks.2. Development of careers initiatives to enhance and improve the careers programme including the careers partnerships and employer encounters with businesses and organisations.3. Learner and parent voice-led careers programme with parents and students feedback informing next steps.4. Introduce monitoring of post-16 destination for current.5. Mapped careers curriculum across all years as well as careers events across the year.
IMPACT	<ol style="list-style-type: none">1. Lacon Childe School has met 7 Gatsby benchmarks and is currently working on benchmark 6.

Careers Journey by Year Group

Students are currently receiving the following careers related support or participating within the activities listed below during their journey through school:

Year 7

Research skills, jobs and the world of work with a focus on relating what they learn in lessons to their life and career beyond school.

- Designated careers PSHE sessions in Summer Term 2, focused on exploring careers and skills.
- Careers Assemblies and Events to include National Careers Week in March, Women in Engineering and others.
- Careers and Curriculum - all subjects link careers pathways to the curriculum during lessons.

Year 8

Introduction to careers, enabling students to research careers to find out about opportunities available to them.

- Designated careers PSHE sessions in Spring Term 2, focused on specific examples of careers linked to curriculum areas.
- Careers Assemblies and events to include National Careers Week in March, Women in Engineering and others.
- Careers and Curriculum - all subjects link careers pathways to the curriculum during lessons.

Year 9

Prepare students for their future focusing on option choices and how to manage KS3-KS4 transition by making informed GCSE choices in Year 9.

- Designated PSHE sessions focused on GCSE option choices in Autumn Term 1.
- Careers Assemblies and Events to include National Careers Week in March, Women in Engineering and post -16 providers assemblies across the year.
- Careers and Curriculum - all subjects link careers pathways to the curriculum during lessons.
- Post-16 open evening for students and parents to inform them on different type of qualifications.

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Year 10

Encourage KS4 students to be ambitious and broaden their horizons by comparing further and higher education and technical education qualifications, including apprenticeships.

- Designated careers sessions in PSHE with the purpose of informing students of their potential career choices, in Summer Term 2.
- Visits to academic and vocational colleges.
- Careers Assemblies and Events to include National Careers Week in March, Women in Engineering and others across the year.
- Personalised meeting with an external, independent careers adviser and agreeing an action plan with actions to prepare for future pathways.
- Curriculum - all subjects link careers pathways to the curriculum during lessons.

Year 11

Ensure Lacon Childe School students are ready to take the next step in their learning or career as they enter KS5 by supporting positive transitions post-16, personalised as per Year 11 action plans.

- Designated PSHE sessions focused on building personal brand in Autumn Term 1, followed by support with applications and mock interviews for selected students.
- Follow-up on the personal guidance interview and feeding back to the Local Authority to support with the most vulnerable students.
- Careers Assemblies and Events to include National Careers Week in March, Week, Women in Engineering and others across the year aimed at year 11 specifically.
- Careers and Curriculum - all subjects link careers pathways to the curriculum during lessons

Teaching staff contribute to the delivery of careers guidance through:

- Careers input via PSHE lessons
- Production of personal statements
- Providing information about college open days and careers events
- Support with college applications
- Referrals for additional one to one careers support if necessary
- Promotion of careers through form activities during National Careers Week.

Local Employers contribute to the delivery of careers guidance through:

Their attendance at assemblies/careers fair, provision of job/apprenticeship opportunities.

Parents contribute to the delivery of careers guidance through:

Attendance at Parents' Information Evening, home school agreement.

Partnership Arrangements and Employer Contacts

Lacon Childe School has strong links with:

- Shropshire Careers Hub.
- Shropshire Local Enterprise Partnership (The Marches)
- Further Education providers
- The local business community
- Alumni and Parents

Objectives for 2024 to 2025

1. To plan for all Y10 students to receive a full week of meaningful work experience in the summer term 2026.
2. To further raise the profile of careers across the whole school.
3. To continue to strive towards meeting the eight Gatsby Benchmarks for good career guidance as recommended by the Department of Education Careers Strategy 2018.
4. To provide effective and impartial information, advice and guidance to prepare students for life in the wider world, making them aware of roles and responsibilities.
5. To raise aspirations by ensuring all students have knowledge of routes into further education, higher education and apprenticeships (of all levels).
6. To engage with local employers and training providers in order to provide multiple learning opportunities about the world of work and skills required. Both academic and vocational routes are explored and are available to students regardless of career choices.
7. To make available Labour Market Information and Intelligence to ensure students (and parents) are aware of local and national opportunities as well as trends, to ensure they are informed to make the best decisions.
8. To ensure all staff at the school have an awareness of linking curriculum learning to careers and are able to demonstrate the relevance of subjects to students when considering a future career.
9. To ensure all students are aware that the attainment of English and Maths GCSEs are crucial elements of any future study programme they may undertake and an expectation from all employers.
10. To continuously strive to improve NEET (Not in Education Employment or Training) figures by providing an effective careers programme.

Gatsby Benchmarks

In line with the Department for Education's careers strategy, Lacon Childe School aims to fulfil the eight expectations set out within the 'Gatsby Benchmarks' which provide a framework to ensure that the school has formed a careers programme which falls in line with legal requirements. The following eight benchmarks are at the core of good careers and enterprise provision:

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

1. A Stable Careers Programme

- To ensure the careers programme is delivered by individuals with the right skills and experience. The school will, wherever possible, use qualified careers professionals to offer advice and guidance to all or the overwhelming majority of pupils.
- To enable pupils to understand the full range of opportunities available to them, the skills that are valued within the workplace and to have first-hand experience of a work environment.
- To develop and publish a careers programme that will raise the aspirations of all pupils regardless of academic ability and is tailored to meet their individual needs wherever possible.
- To ensure our Careers Strategy is fully supported by the Senior Leadership team within school and is approved by the board of governors
- To ensure there is a clear focus on the activities which support enterprise, employability skills, workplace experiences and qualifications which employers' value.
- To regularly evaluate our careers strategy to determine the impact of our careers related activity based on the feedback provided to us by pupils, teachers, employers, and where appropriate parents.
- To maintain high quality careers provision endorsed by the Careers and Enterprise Company and to review the improvement of our programme by using the Compass evaluation and Compass Careers Dashboard tools.

2. Learning from Career and Labour Market Information

- To encourage and increase the use of online careers tools and packages in year 9. Working with our own careers advisers, key partners, stakeholders, local and national professional bodies.
- To utilise and then support the development of labour market information to ensure staff and pupils are informed in their decisions and the advice being given. To work with the Marches and the Careers and Enterprise Company to help establish key priority areas which need to be developed.
- To promote the values of labour market information to parents /carers (where appropriate) to access and understand this information. To investigate careers and opportunities in learning, work and apprenticeships and how these meet the local and national priorities.

3. Addressing the Needs of the Pupil

- To develop mechanisms to report, track and monitor compliance in relation to the Careers Strategy objectives.
- To develop accurate tracking systems to ensure pupils are able to keep track of their own journey, record and access the advice they have received and monitor the agreed actions and next steps
- To ensure that a programme of activity takes place which raises the aspirations of all pupils and challenges stereotypical thinking in terms of equality and gender.
- To ensure that pupils with particular vulnerabilities and those who are at risk are appropriately supported and identified through close working relationships with the full range of educational and support agencies.
- To ensure that careers guidance for learners with special educational needs and disabilities (SEND) is differentiated, where appropriate, and based on high aspirations and a personalised approach. Careers guidance for learners with SEND should be based on the pupils' own aspirations, abilities and needs.

4. Linking Curriculum Learning to Careers

- To ensure that subject teachers across the whole school support the delivery of careers education and guidance and are able to link the content of curriculum with careers, even in lessons which are not specifically occupation led. Subject specialist staff can be powerful role models to attract pupils towards their field and the careers that flow from it.
- To integrate national initiatives and project opportunities within the curriculum to enhance that range of careers related activity taking place within school. e.g. Code Clubs and stock market challenge.
- To ensure that careers related activities are built in throughout the school year and not just towards the end of any given topic / subject being delivered.
- Specific focus will initially be placed on linking curriculum to careers in PSHE lessons.

5. Encounters with Employers and Employees

- To ensure that pupils receive at least ONE meaningful encounter with an employer during every year they are at school.
- To increase the number of activities which are conducted within school with the support of local employers.
- To ensure that pupils have the opportunity to improve employability skills and their understanding of and awareness of entrepreneurship.
- To enable learners to gain the confidence to compete in the labour market by providing opportunities to gain the practical know-how and attributes that are relevant to gaining employment.
- To develop marketing materials for employers which will help them easily understand the impact of their involvement, the breadth of options available to them and the ways in which they can show they meet their corporate social responsibility.
- To create mechanisms where parents and alumni can express their interest to actively support employer related activity taking place within the school.
- The school will also encourage pupils and parents to attend careers events such as the Telford Skills Show held annually in March.

6. Experiences of the Workplace

- To plan for all year 10 students to receive at least ONE meaningful experience of the workplace by the end of summer terms 2026.
- To strengthen our links with local employers and support our Enterprise Adviser to facilitate careers related activity within school

7. Encounters with Further and Higher Education

- To ensure all / overwhelming majority of pupils receives at least ONE meaningful encounter with Sixth Form Colleges and FE Colleges.
- To ensure all / overwhelming majority of pupils has been provided with information about the full range of apprenticeships including higher level apprenticeships through the Worcestershire Apprenticeships activity offer.
- To plan for all / overwhelming majority of pupils to experience meaningful encounters with universities.

8. Personal Guidance

- Ensure all / overwhelming majority of pupils have had an interview with a professional and impartial careers adviser by the end of year 11

Promotion of careers related activities

Lacon Childe School will encourage the promotion of ALL careers related activity which takes place within the school through the creation of case studies and will share this activity through our school social media account and other social media channels (headteacher's bulletin).

This careers strategy document along with any case studies documents that are created will be placed on the school's website. These will also be shared with the Shropshire Council (the Marches careers hub).

This promotion will enable us, and our partner organisations, to be able to capture the evidence we are required to provide both OFSTED and the Careers and Enterprise Company (and demonstrate that the activity taking place within our school) meets the requirements set out within the Department of Education's Careers strategy.

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Action Plan 2024/25

Autumn Term 2024				
Year Group	Activity Description	Date	Covering Benchmark	RAG Status
11	GCSE results IAG follow up destinations	Aug	8	
7 – 11	Various careers sessions as part of the PSHE programme	Sept onwards	1, 2, 4	
ALL	Update/review careers strategy and distribute to students, parents, employers, governors	March	1	
10 and 11	Careers Adviser – one to one guidance interviews	ongoing	3, 8	
10	Parents' Information Evening	Oct 7	1	
11	Parents' Information Evening	Oct 7	1	
ALL	Lacon Childe School Careers Fair	Oct 7	2, 4, 6, 7	
5, 8	Open Evening	Sep 30	1, 2, 4	
7	Settling in evening	Sept 26	1, 2, 4	
11	Careers Guidance Interviews	Sept- Feb	3, 8	

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Spring Term 2025				
Year Group	Activity Description	Date	Covering Benchmark	RAG Status
11	Intervention evening	Jan 30	1	
9	A career in football– speakers from Football Lingo	Jan 31	1, 2, 5	
9	Options Evening	Feb 27	1, 3, 4, 8	
ALL	National Apprenticeship Week	Feb	5, 6, 7	
ALL	International Women & Girls in Science Day	Feb	2, 5, 6, 7	
11	Parents' Evening	March 6	1, 3, 4, 8	
9	Parents' Evening	March 27	1, 3, 4, 8	
ALL	National Careers Week	Mar	4, 5, 6, 7	
8	Parents' Evening	April 3	1, 3, 4, 8	
10	Parents' Evening	April 1	1, 3, 4, 8	
7	Parents' Evening	March 7	1, 4, 8	
11	Colleges Interviews	Feb-March	3, 8	
11	NEET support from Shropshire County Council – one to one meeting with students at risk of NEET	Feb to May	3, 8	

Summer Term 2025				
Year Group	Activity Description	Date	Covering Benchmark	RAG Status
10	Colleges visits	July	5, 6	
10	Careers Guidance Interviews	June-July	3, 8	

Careers Programme and Provider Access Policy

Introduction

This policy statement sets out the arrangements for managing the access of providers to pupils at the school for the purpose of giving them information about the provider's education or training offer. This complies with the school's legal obligations under Section 42B of the Education Act 1997.

Lacon Childe School is committed to providing a personalised education package for all our pupils, and this is reflected by our careers programme. Pupils will access different elements of the programme at different stages of their education whilst the focus will always be on preparing them for their future pathways, considering their own preferences. Our Careers Action Plan outlines our generic careers offer from **Year 7 to Year 11**. For some pupils, a more personalised offer will be in place.

Our focus links directly to the requirements of the '*Gatsby Good Career Guidance*' report (2014) which became the basis for the statutory '*Career's guidance and access for education and training providers*' (2023).

Pupil entitlement

The statutory guidance is relevant to 'all students in Years 7-11' and we will also consider young people's developmental ages when preparing appropriate careers activities at **Lacon Childe School** ensuring that our pupils receive a careers programme which offers them opportunities to:

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

Application for Provider Access

Procedure

A provider wishing to request access should contact Aleksandra Koziel

Telephone: 01299 270312

Email: Aleksandra.Koziel@laconchildeschool.co.uk

Opportunities for access

The school offers a comprehensive Careers Education, Information, Advice and Guidance programme and an overview of this programme can be seen in the School's Careers Charter which can be seen on the school website.

Please speak to our Careers Leader to identify the most suitable opportunity for you.

The school will make a suitable space available for discussions between the provider and students, as appropriate to the activity. The school will also make available ICT and other specialist equipment to support provider presentations. This will all be discussed and agreed in advance of the visit with the Careers Leader or a member of their team.

All requests will be given due consideration by **Lacon Childe School** and Senior Leadership and requests will be refused if:

- They impinge on students' preparation for public or internal exams
- They clash with other school events such as visits, other speakers, well-being days, school photographs, sports days, public or internal exams, parents' communication events etc.
- The school is unable to provide staff to support the presentation or talk due to previous commitments
- Rooming for the talk or event is unable to be found due to timetabling clashes

Providers are welcome to leave a copy of their prospectus or other relevant course literature with the Careers Advisor so that they can be displayed in the Careers Section of the school library.

Provider Access Legislation

The provider access legislation is new guidance that came into force from January 2023. It is a key mechanism to further help learners understand and take-up, not just apprenticeships, but wider technical education options such as T-Levels and Higher Technical Qualifications.

The updated provider access legislation (PAL) specifies schools must provide at least six encounters for all their students:

- Two encounters for pupils during the 'first key phase' (Year 8 or 9) that are mandatory for all pupils to attend
- Two encounters for pupils during the 'second key phase' (Year 10 or 11) that are mandatory for all pupils to attend

In the context of the provider access legislation, a provider is an organisation that offers approved technical education qualifications or their representative, for example an FE college or training provider.

A provider, to whom access is given, must deliver an encounter that includes the following:

- Information about the provider and the approved technical education qualifications or apprenticeships that the provider offers
- Information about the careers to which those technical education qualifications or apprenticeships might lead
- A description of what learning or training with the provider is like
- Responses to questions from the pupils about the provider or approved technical education qualifications and apprenticeships.

The full statutory guidance from DfE can be found here [Careers guidance and access for education and training providers – GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/careers-guidance-and-access-for-education-and-training-providers).

Measuring and Assessment of the impact of the careers programme on pupils.

Evaluation of our careers programme is designed to enable us to examine what we do, consider how we can improve it, and provide stakeholders with a summary of this.

This will include gathering information from the pupils about how they feel about their experiences in relation to the careers programme.

Pupil progress in Careers lessons will be evaluated each term as part of our ongoing Pupil Tracking process.

It is our aim to provide pupils with both experiences of the workplace and / or encounters with employers. These encounters and experiences will take place as part of curriculum lessons / workplace visits / assemblies / attending Careers Fairs and Events.

Feedback

Lacon Childe School welcomes parental and employer participation within our careers related activities. Should you wish to support our activity or provide feedback on our Careers Strategy then please contact our Strategic Careers Lead directly.

School's Careers Leader

Parents, teachers, and employers may gain further information about our careers programme by contacting:

Aleksandra Koziel

Careers Lead

01299 270312

Aleksandra.Koziel@laconchildeschool.co.uk

Useful links / Resources

The Careers Enterprise Company	https://www.careersandenterprise.co.uk/
The Careers and Enterprise Company Resource Directory	https://resources.careersandenterprise.co.uk/
Gatsby Foundation	http://www.gatsby.org.uk/education/focus-areas/good-career-guidance
Post 16 Skills Plan	https://www.gov.uk/government/publications/post-16-skills-plan-and-independent-report-on-technical-education
Skills For Worcestershire	http://www.skills4worcestershire.co.uk/
Government Careers Strategy December 2017	https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/664319/Careers_strategy.pdf
Government Careers Guidance and Access for Education and Training Providers (Jan 2023 update)	https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1127489/Careers_guidance_and_access_for_education_and_training_providers_.pdf
National Careers Service	https://nationalcareersservice.direct.gov.uk/
UCAS (Universities and Colleges Admissions Service)	https://www.ucas.com/
Shropshire Local Enterprise Partnership (The Marches)	https://www.marcheslep.org.uk/
HLNSC College	https://hlnc.ac.uk/
Kidderminster College	http://kidderminster.ac.uk/
King Edward VI College	https://www.kedst.ac.uk/
Wrexham University	https://wrexham.ac.uk/