**Ormiston Maritime Academy**

**Careers Strategy 2024/25**

Date adopted: November 2023 Next review date: November 2025

**Policy Version Control**

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| Policy prepared by  | E Sims, Senior Vice PrincipalV Thornton, Careers Lead |
| Description of changes from the original document  | Addition of CDI Framework and Learner Entitlement |

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| **Our Vision** |

Ormiston Maritime Academy aims to enable students to develop the understanding, knowledge and skills needed to secure a positive destination of their choosing and to encourage them to become lifelong learners, taking responsibility for making successful transitions that shape a clear pathway into adult life. Our programme is underpinned by the **8 Gatsby Benchmarks** and the **CDI’s Career Development Framework.**

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 academy website

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| **Objectives** |

* To meet the eight Gatsby benchmarks for good career guidance as recommended by the Department of Education Careers Strategy 2017
* To build upon the ‘Quality in Careers Standard’ accreditation (the nationally recognised award for CEIAG in English Secondary Schools), which the academy was awarded in June 2021 and revalidated June 2023.
* To become recognised as a ‘Gold Standard’ CEIAG provider with OAT
* To enable all learners to reach a positive destination in learning or training after Year 11 (0% NEET)
* To increase students’ awareness of Local Market Information (LMI)
* To increase participation to Apprenticeships and T Levels

We will monitor and evaluate our progression in achieving these aims on a termly basis with the Careers and Enterprise Company through Compass+. The programme will also be reviewed annually.

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| **Our Strengths** |

* Partnership work with Franklin College and Grimsby Institute
* Partnership work with local stakeholders (Careers Fair, Insight into Industry talks, Work Experience Preparation Days, Business Breakfasts etc.)
* Succinct plan developed between SVP, CL and CEC – has the backing of the linked Governor and SLT
* Development of Maritime Futures Curriculum in partnership with local employers
* Increasing the profile of Careers across the academy

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| **Careers Education Team Structure** |

**Careers Advisor**

Partially Funded through HOP/Uniconnect

Paula Thompson (Progress Careers)

**Senior Vice Principal – Progress**

**E Sims**

SLT Link

**Careers Leader**

**V Thornton**

**PSHE**

**Jo Gourlay**

**Heads of Department**

**Class Teachers**

(including Form Tutors)

**External Providers**

Franklin College

Grimsby Institute

HETA

Orsted

University of Hull

Etc.

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| **The Gatsby Benchmarks (CEC Benchmarking Activity, September 2024)** |

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| **Benchmark** | **Criteria** | **OMA****Fully Achieved** | **% Nat. Fully Achieved** |
| **1** | **A stable careers programme** | Every school and college should have an embedded programme of career education and guidance that is known and understood by students, parents, teachers, governors and employers. | 100% | 69% |
| **2** | **Learning from career & labour market information** | Every student, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information. | 100% | 83.4% |
| **3** | **Addressing the needs of each student** | Students have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each student. A school’s careers programme should embed equality and diversity considerations throughout. | 100% | 59.3% |
| **4** | **Linking curriculum learning to careers** | 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. | 100% | 79.5% |
| **5** | **Encounters with employers and employees** | Every student 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 speakers, mentoring and enterprise schemes. | 100% | 85.2% |
| **6** | **Experience of workplace** | Every student should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities and expand their networks. | 100% | 71.8% |
| **7** | **Encounters with further and higher education** | All students 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, universities and in the workplace. | 100% | 57.5% |
| **8** | **Personal guidance** | Every student should have opportunities for guidance interviews with a career adviser, who could be internal (a member of school staff) or 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 students but should be timed to meet their individual needs. | 100% | 77.4% |

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| **CEIAG Short Term Planning for 2022/23** |

**Staff Responsible:**



* Mrs Sims (Senior Vice-Principal)
* Miss Thornton (Y8 Progress Lead, Careers Leader)
* Mrs Gourlay (PSHE Lead)



**Working with:**

* Caitlin Brewitt, (CATCH) Academy Enterprise Advisor
* Vicky Booth, (Enterprise Coordinator Greater Lincolnshire LEP)
* Amy Liddy, (Humber Outreach Programme, Uniconnect)

**Key:**

* **CDI career Development Framework**

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| **Grow throughout life** | **Explore Possibilities** | **Manage career** |
| **Create opportunities** | **Balance life and work** | **See the big picture** |

* **Gatsby Benchmarks**

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| **1** | **A stable careers programme** | **5** | **Encounters with employers and employees** |
| **2** | **Learning from career & labour market information** | **6** | **Experience of workplace** |
| **3** | **Addressing the needs of each student** | **7** | **Encounters with further and higher education** |
| **4** | **Linking curriculum learning to careers** | **8** | **Personal guidance** |

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| **YEAR 7** |
| **Overall Outcomes** | * Positive Relationships
* Understanding that everyone has a career/future
* Consider “trends” in employment and relate to possible “career” plans.
* Consider the qualities, attitudes and skills needed for employability.
 |
| **CDI** | **Gatsby** | **Focus** | **Details** | **Lead** | **Date** |
|  |  |  | 1, 3 | **Transition Support** | Transition – 1 day for vulnerable Y6 students | KMA LWN | 6 Sept 2024 |
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|  |  |  | 1, 3 | **Personal Record Keeping** | Students to update their career activities and any personal achievements on Unifrog. | VMT | Throughout the year once launched |
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|  |  |  | 1, 3 | **Aspirations and future plans** | Students to fill out quizzes on Unifrog, where they think about what sectors and jobs currently interest them and what they like doing and what is important to them. | VMT | Jan 2025 |
|  |  |  |
|  |  |  |
|  |  |  | 1, 4, 8 | **Careers and Enterprise Skills (Within ‘Character & Culture’)** | Awareness of consequences of actions now, in later life. | JGY | Oct ‘24- Jan ‘25 |
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|  |  |  | 1, 3, 8 | **Parental Engagement** | Parents’ Evening’ – an opportunity for interaction between the Careers Leader and parents, answering any questions they may have in relation to careers. Careers Fair | VMT | Throughout the year |
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|  |  |  | 1, 2, 3 | **Aspirations and future plans** | Apprenticeship Information and activities during National Apprenticeship Week General Careers information and activities during National Careers Week | VMT | 10-16 Feb 2025 |
|  |  |  |
|  |  |  | 1, 2, 4 | **Linking subjects with Careers** | All subject areas within the academy teaching students how their subjects relate to different careers. | All Teachers | Throughout the year |
|  |  |  |
|  |  |  | 1, 3 5, 7 | **Pathways** | Careers Fair for Years 7-11. Colleges, Universities and local businesses to attend | VMT | Spring term 2025 |
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| **YEAR 8** |
| **Overall Outcomes** | * Re-visit qualities, attitudes and skills needed for employability.
* Review experiences and achievements.
* Exploring options and choices.
* Understanding the functions and uses of money/how to manage money.
* Understanding the economic and business environment and how school prepares you for this.
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| **CDI** | **Gatsby** | **Focus** | **Details** | **Lead** | **Date** |
|  |  |  | 1, 3 | **Personal Record Keeping** | Students to update their career activities and any personal achievements on Unifrog. | VMT | Throughout the year once launched |
|  |  |  |
|  |  |  | 1, 3 | **Aspirations and future plans** | Students to fill out quizzes on Unifrog, where they think about what sectors and jobs currently interest them and what they like doing and what is important to them. | VMT | Dec 2024 |
|  |  |  |
|  |  |  | 1, 3, 5, 7 | **Pathways** | Careers Fair for Years 7-11. Colleges, Universities and local businesses to attend | VMT | Spring term |
|  |  |  |
|  |  |  | 1, 3, 8 | **Parental Engagement** | Parents’ Evening’ – an opportunity for interaction between the Careers Leader and parents, answering any questions they may have in relation to careers. Careers Fair | VMT | Throughout the year |
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|  |  |  | 1, 7, 8 | **HE Engagement** | UEA outreach to work with some targeted students providing workshops and a visit to the UEA to help them to understand more about University.  | VMT | TBC |
|  |  |  |
|  |  |  | 1, 2, 3 | **Aspirations and future plans** | Apprenticeship Information and activities during National Apprenticeship Week General Careers information and activities during National Careers Week | LCA | 10-16 Feb 202503-08 Mar 2025 |
|  |  |  |
|  |  |  |
|  |  |  | 1, 2, 4 | **Linking subjects with Careers** | All subject areas within the academy teaching students how their subjects relate to different careers. | All Teachers | Throughout the year |
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| **YEAR 9** |
| **Overall Outcomes** | * Making the link between GCSE courses selected and University life/Careers
* Review experiences and achievements
* To explore skills required to work as a team through various tasks
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| **CDI** | **Gatsby** | **Focus** | **Details** | **Lead** | **Date** |
|  |  |  | 1, 3 | **Personal Record Keeping** | Students to update their career activities and any personal achievements on Unifrog. | VMT | Throughout the year once launched |
|  |  |  |
|  |  |  | 1, 3 | **Aspirations and future plans** | Students to fill out quizzes on Unifrog, where they think about what sectors and jobs currently interest them and what they like doing and what is important to them. | VMT | Dec 2024 |
|  |  |  |
|  |  |  | 1, 3, 5, 7 | **Pathways** | Careers Fair for Years 7-11. Colleges, Universities and local businesses to attend | VMT | Spring term |
|  |  |  |
|  |  |  | 1, 3, 8 | **Parental Engagement** | Parents’ Evening’ – an opportunity for interaction between the Careers Leader and parents, answering any questions they may have in relation to careers. Careers Fair | VMT | Throughout the year |
|  |  |  |
|  |  |  | 1, 5, 6 | **Parental Engagement** | Options’ Evening – a chance for students and parents to understand what subjects are on offer at KS4 – followed by taster sessions in GCSE option classes  | VMT/EJS | Mar 2025 |
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|  |  |  | 1, 7 | **University Life – Widening Aspirations** | Two visits to the universities (split in half year groups) where students get to tour the campus and visit specific subjects. | Depts | Summer 2025 |
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|  |  |  | 1, 4, 5 | **Further Education Experience** | Selected students having the opportunity to experience taster sessions in different subjects at the locals colleges.  | VMT | Throughout the year |
|  |  |  |
|  |  |  | 1, 7, 8 | **HE Engagement** | HOP outreach to work with some targeted students providing workshops and a visit to help them to understand more about University.  | LCA | TBC |
|  |  |  |
|  |  |  | 1, 2, 3 | **Aspirations and future plans** | Apprenticeship Information and activities during National Apprenticeship Week General Careers information and activities during National Careers Week | LCA | 10-16 Feb 202503-08 Mar 2025 |
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| **YEAR 10** |
| **Overall Outcomes** | * Making the link between GCSE courses selected and careers
* Review experiences and achievements.
* Interview and employability skills
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| **Delivery** | **Focus** | **Details** | **Lead** | **Date** |
|  |  |  | 1, 3 | **Aspirations and future plans** | Students to fill out quizzes on Unifrog, where they think about what sectors and jobs currently interest them and what they like doing and what is important to them. | VMT | Throughout the year once launched |
|  |  |  |
|  |  |  | 1, 3 | **Personal Record Keeping** | Students to update their career activities and any personal achievements on Unifrog. | VMT | Throughout the year once launched |
|  |  |  |
|  |  |  | 1, 3, 5, 7 | **Pathways** | Careers Fair for Years 7-11. Colleges, Universities and local businesses to attend | VMT | Autumn term |
|  |  |  |
|  |  |  | 1, 3, 8 | **Parental Engagement** | Parents’ Evening’ – an opportunity for interaction between the Careers Leader and parents, answering any questions they may have in relation to careers. Careers Fair | VMT | Throughout the year |
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|  |  |  | 1,2,3,4,5,7,8 | **Work preparation and employability skills**  | Work Experience Preparation lessons including interview skills and CV writing  | PT’s VMT | Autumn term during L4L sessions |
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|  |  |  | 1,2 5, 6 | **Employer Engagement** | Work Experience Week. All year 10 students to gain a week of work experience at their chosen employment | VMT | 7th – 11th July 2025 |
|  |  |  |
|  |  |  | 1, 7 | **University life – Widening Aspirations** | Outreach to work with some targeted students within a couple of workshops, to help them understand their HE and Post 16 choices | A Liddy | Throughout the year during L4L sessions |
|  |  |  |
|  |  |  | 1,2, 3 | **Aspirations and future plans** | Apprenticeship Information and activities during National Apprenticeship Week General Careers information and activities during National Careers Week | VMT | 10-16 Feb 202503-08 Mar 2025 |
|  |  |  |
|  |  |  | 1, 3, 7 | **Further Education experience** | Selected students having the opportunity to experience STEM taster sessions in maths, Science, Engineering, Music and Drama at the local sixth form college. | T Hall | Mar 2025 |
|  |  |  |
|  |  |  | 1, 2, 4 | **Linking subjects with Careers** | All subject areas within the academy teaching students how their subjects relate to different careers. | All Teachers | Throughout the year |
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| **YEAR 11** |
| **Overall Outcomes** | * Making the link between GCSE and FE and HE
* Review experiences and achievements.
* Interview and employability skills
* Preparing for Success
 |
| **Delivery** | **Focus** | **Details** | **Lead** | **Date** |
|  |  |  | 1, 3 | **Aspirations and future plans** | Students to fill out quizzes on Unifrog, where they think about what sectors and jobs currently interest them and what they like doing and what is important to them. | VMT | Throughout the year once launched |
|  |  |  |
|  |  |  | 1, 3, 8 | **Pathways – Future Planning** | One-to-one meetings with qualified careers guidance personnel  | Progress Careers | Throughout the year |
|  |  |  |
|  |  |  | 1, 3 | **Personal Record Keeping** | Students to update their career activities and any personal achievements on Unifrog. | VMT | Throughout the Year once launched |
|  |  |  |
|  |  |  | 1,3 | **Pathways – Future Planning** | College/Sixth Form application forms to be completed during form time - rolling booking of ICT rooms. Drop-in sessions at lunchtimes and after school with LCA | VMT  | Autumn term |
|  |  |  |
|  |  |  | 1, 3, 8 | **Parental Engagement** | Parents’ Evening’ – an opportunity for interaction between the Careers Leader and parents, answering any questions they may have in relation to careers. Careers Fair | VMT  | Throughout the year |
|  |  |  |
|  |  |  | 1, 3, 8 | **Parental Engagement** | Revision Skills Event for students. Elevate | DDN | TBC |
|  |  |  |
|  |  |  | 1, 3, 5, 7 | **Pathways** | Careers Fair for Years 7-11. Colleges, Universities and local businesses to attend | VMT | TBC |
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|  |  |  | 1, 3, 7 | **Pathways – Future Planning** | Assemblies from local Colleges, Training Providers and Apprenticeships during Form Time | LCA | Sept – Dec 2024 |
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|  |  |  | 1, 3, 4 | **Career Learning** | Employability Sessions to take place during Form, including interview skills, CV creation, writing a covering letter… | Tutors | From Nov 2024 |
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|  |  |  | 1, 3 | **Pathways – Future Planning** | National Citizenship Service (NCS) assembly and workshop | VMT | Spring Term |
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|  |  |  | 1, 7, 8 | **HE Engagement** | GIFHE Franklin supporting students with their post-16 options and college applications  | VMT | Oct 2024 – Dec 2024 |
|  |  |  |
|  |  |  | 1, 2, 3 | **Aspirations and future plans** | Apprenticeship Information and activities during National Apprenticeship Week General Careers information and activities during National Careers Week | VMT | 10-16 Feb 202503-08 Mar 2025 |
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**Over-arching Plans**

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| **CDI** | **Gatsby** | **Details** | **Lead** | **Deadline** |
|  |  |  | 1 | **Careers Programme on website –** A copy of careers programme for all year groups at the academy to be available for everyone to view, acting as a ‘hub’ for information. | VMT | ONGOING |
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|  |  |  | 1,2,34,5,7 | **CEIAG awareness in the academy –** LMI in Tutor Time; careers-related announcements in Tutor Time; assemblies ‘Insight Into Industry’ talks based upon students interests (identified through Unifrog data) | VMT | ONGOING |
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|  |  |  | 1, 4, 5 | **To continue work on the Maritime Futures Programme – Employers** to help highlight careers learning in SOL and offer talks/help with workshops. Staff to update departmental careers link plans. | EJS/VMT | ONGOING |
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|  |  |  | 1, 4, 5 | **Career Journey posters and ‘Subject Careers’ posters in curriculum areas –** Improve the visibility of careers and encourage discussion | VMT | September 2024 |
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|  |  |  | 1, 4 | **Career Guides** distributed to Y11 Progress Leader for dissemination | BAF | September 2024 |
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|  |  |  | 1, 2, 3 | **Develop student usage of Unifrog** – Tutor Time/Learning for Life programme to be put in place and weekly/monthly competitions developed to encourage use. | JGY/VMT | ONGOING |
|  |  |  |
|  |  |  | 1, 2 | **Staff Training** – Develop staff understanding and statutory requirements of CEIAG in the academy; develop career plans for each subject. | VMT | ONGOING |
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|  |  |  | 1 | **Compass Plus** – All career related activities to be logged to enable benchmarking and self-evaluation with CEC | Depts | ONGOING |
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|  |  |  | 1, 2, 4 | **Termly publication of Careers activities to be published in the academy Newsletter** | MCS/VMT | ONGOING |
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