



<b>BELIEVE</b>	IN A HEALTHY MIND AND BODY
	IN STRIVING TO BE THE BEST WE CAN BE
	IN RESPECTING EACH OTHER AND OURSELVES
<b>GROW</b>	THROUGH LEARNING
	IN HUMANITY AND KINDNESS
	THROUGH EMBRACING OUR OPPORTUNITIES
<b>SUCCEED</b>	IN MAKING OTHERS PROUD
	IN BUILDING POSITIVE RELATIONSHIPS
	IN BEING RESILIENT AND COURAGEOUS

## Dagenham Park Church of England School Careers Strategic Plan

2021 / 2022

## Rationale

Every young person needs high-quality career guidance to make informed decisions about their future.

Good career guidance is a necessity for social mobility: those young people without significant social capital or home support to draw upon have the most to gain from high-quality career guidance.

As a school we will aim to:

- Support the delivery of good careers guidance at Dagenham Park C of E School and improve progression outcomes for young people.
- Support the utilisation of labour market information to inform curriculum planning and careers guidance support, to teachers and pupils
- Increase and improve effective and sustained relationships with employers, and Higher Education institutions
- Facilitate work placements that are relevant to the local labour market and match the aspirations of the school and pupils

These objectives should not be seen as separate from the curriculum but integrated with a whole school approach applied.

## GATSBY BENCHMARK 1 – A STABLE CAREERS PROGRAMME WITH A CAREERS LEADER

### AIMS

- Dagenham Park should have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers and governors.
- Dagenham Park should have a stable, structured careers programme that has the explicit backing of the senior management team and an appropriately trained person responsible for it.
- The careers programme should be published on the school's website so all stakeholders can access and understand it.
- The programme should be regularly evaluated with feedback from all stakeholders as part of the evaluation process.

Actions for 2021/2022	TIMELINE
To develop an online presence for Careers on the school website	July 2022
Engage with and complete the TeachFirst careers programme	July 2022
Meet the requirements of the 8 Gatsby Benchmarks	July 2022
Give providers of technical education and apprenticeships the opportunity to talk to all pupils in Years 8 - 13	April 2022

## GATSBY BENCHMARK 2 – LEARNING FROM CAREER AND LABOUR MARKET INFORMATION

### AIMS

- All pupils and parents should have access to high-quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make the best use of available information.
- By the age of 14, all pupils should have accessed and used information about career paths and the labour market to inform their own decisions on study options
- Parents should be encouraged to access and use information about labour markets and future study options to support their children

Actions for 2021/2022	TIMELINE
To ensure all year groups have access to and have used KUDOS	July 2022
For HOA and Subject Leaders to be more familiar with labour market information using KUDOS	February 2022
To communicate the features of KUDOS with parents and carers	July 2022
Investigate the possibility of having a Careers Adviser attached to the school	December 2021

## GATSBY BENCHMARK 3 – ADDRESSING THE NEEDS OF EACH PUPIL

### AIMS

- Pupils should have opportunities for different careers guidance needs at different stages.
- The school’s careers programme should actively seek to challenge stereotypical thinking and raise aspirations
- The school should keep systematic records of advice given to pupils and subsequent agreed decisions.
- Schools should collect and maintain accurate data for each pupil on their education, training or employment destinations for at least three years after they leave school

Actions for 2021/2022	TIMELINE
Careers leader to work with colleagues in SEND on careers options	July 2022
To record all careers activities in order for effective analysis to take place	July 2022
To invite speakers into school to give presentations to groups of pupils	July 2022

## GATSBY BENCHMARK 4 - LINKING CURRICULUM LEARNING TO CAREERS

### AIMS

- Teaching and non teaching staff link curriculum with careers
- STEM subject teachers highlight the relevance of STEM subjects for wide range of future career paths
- By the age of 14, pupils have had the opportunity to learn how the different STEM subjects help people to gain entry to a wide range of careers
- All subject teachers emphasise the importance of succeeding in English and Maths in relation to a successful career

Actions for 2021/2022	TIMELINE
To ensure that careers education is delivered in the curriculum and appears in Department Schemes of Learning	July 2022
Teachers can highlight skills achieved by studying specific subjects and how these are relevant to careers and work in their lessons	July 2022
There is a successful STEM programme in the school	July 2022
Ensure pupils understand the importance of EBacc	December 2021

## GATSBY BENCHMARK 5 – ENCOUNTERS WITH EMPLOYERS AND EMPLOYEES

### AIMS

- Every pupil should have opportunities to learn from employers about work, employment and the skills that are evaluated in the workplace
- Pupils should participate in at least one meaningful encounter with an employer every year from the age of 11
- The school should work with the regional Local Enterprise Partnership to ensure consistency across the borough

Actions for 2021 / 2022	TIMELINE
Initiate and develop relationships with with ELBA (East London Business Alliance)	July 2022
To ensure some careers related activities take place in curriculum areas	July 2022
To build a portfolio of careers related contacts and employers	July 2022
To make links with external agencies to support the careers programme	July 2022

## GATSBY BENCHMARK 6 – EXPERIENCES OF WORKPLACES

### AIMS

- Every pupil should have first-hand experience of the workplace through visits, work shadowing, work experience or volunteering
- By the age of 16, every pupil should have had at least one experience of a workplace, additional to any part-time job
- By the age of 18, every pupil should have had one further such experience, additional to any part-time job

Actions for 2021 2022	TIMELINE
To maintain the diversity of the placements for Year 10 and improve the quality by working with BDSIP and Trident	July 2022
To work with 6 <sup>th</sup> form on developing work experience opportunities for Year 12 pupils	July 2022
To explore more specialised career opportunities and expand the network of contacts	July 2022

## GATSBY BENCHMARK 7 – ENCOUNTERS WITH FURTHER AND HIGHER EDUCATION

### AIMS

- All pupils should understand the full range of learning opportunities that are available to them: academic / vocational routes and learning in schools, colleges, universities and the workplace
- By the age of 16, every pupil should have had a meaningful encounter with a provider of the full range of learning opportunities
- By the age of 18, all pupils who are applying for university should have visited universities to meet staff and undergraduates

Actions for 2021 2022	TIMELINE
To ensure that pupils in year 11 not only have an independent careers interview but further education opportunities	July 2022
Local universities present to pupils at KS3 / KS4	April 2022
Sixth Form pupils visit universities in Year 12	July 2022

## GATSBY BENCHMARK 8 – PERSONAL GUIDANCE

### AIMS

- Every pupil should have opportunities for guidance interviews with a careers adviser
- Every pupil should have at least one of these interviews by the age of 16, and the opportunity for a further interview by the age of 18

Actions for 2021 2022	TIMELINE
To carry out an analysis of the data received following interviews	July 2022
All Year 11 and selected Year 12 pupils experience a one to one interview	April 2022