

Dagenham Park Church of England School
Careers Strategy

2019 to 2020

Objectives

A key objective of the Gatsby Benchmarks is to support the delivery of good careers guidance in schools and colleges and improve progression outcomes for young people.

These objectives include:

- Support the utilisation of labour market information to inform curriculum planning and careers guidance support, to teachers and students
- Increase and improve effective and sustained relationships with employers, and Higher and Further Education institutions
- Facilitate high quality work placements that are relevant to the local labour market and match the aspirations of the schools and students

A key consideration for all planned activities outlined in this strategy is a need to ensure that they are not seen as separate from the curriculum but that every effort is made to ensure careers guidance is integrated and a whole school approach is applied to quality careers guidance activities. The Training Needs Analysis carried out by New City College in Hackney provided a starting point for discussions with Dagenham Park School and this subsequent strategy.

GATSBY BENCHMARK 1 – A STABLE CAREERS PROGRAMME

WHAT GOOD LOOKS LIKE:

- Dagenham Park should have an embedded programme of career education and guidance that is known and understood by students, parents, teachers, governors and employers.
- 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 students, parent, teachers and employers can access and understand it.
- The programme should be regularly evaluated with feedback from students, parents, teachers and employers as part of the evaluation process.

The Current situation

- There is an extensive programme for KS4 and KS5 understanding career options including;
 - Work experience options
 - 1-1 interviews
 - Careers assemblies
 - Pathway days
 - Careers fair
 - STEM Engineering day

Full details are on the careers map

Objectives for 2019 to 2020	TIMELINE
To develop the online presence for Careers on the Dagenham Park website including a link feed for opportunities from outside providers	July 2020
Identify a Link Governor responsible for reporting to the governing board	Dec 2019
Undertake CPD training for all Faculty Heads on Gatsby Benchmarks and their role in providing objective careers guidance	Feb 2020

GATSBY BENCHMARK 2 – LEARNING FROM CAREER AND LABOUR MARKET INFORMATION

WHAT GOOD LOOKS LIKE:

All students 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 students 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

The Current situation

In September 2019 the school purchased a three year license to Kudos

Objectives for 2019 to 2020	TIMELINE
To ensure all year groups have access to and have used Kudos	July 2020
For HOA and Subject Leaders to be more familiar with labour market information using Kudos	Feb 2020
To communicate the features of Kudos with parents and carers	July 2020
To create a Careers section in the school library	Feb 2020

GATSBY BENCHMARK 3 – ADDRESSING THE NEEDS OF EACH PUPIL

WHAT GOOD LOOKS LIKE:

Students have different careers guidance needs at different stages. Opportunities for advice and support should be tailored to each of these stages, with diversity and equality embedded in the school's careers programme

- A school's careers programme should actively seek to challenge stereotypical thinking and raise aspirations
- Schools should keep systematic records of the individual advice given to each student and subsequent agreed decisions. All students should have access to these records to support their career development
- Schools should collect and maintain accurate data for each student on their education, training or employment destinations for at least three years after they leave school

The Current situation

A stable careers programme is in place and is being incrementally changed each year to raise aspirations

Objectives for 2019 to 2020	TIMELINE
Careers leader to work with colleagues in 6 th form on creating an Alumni database	July 2020
To record all careers activities on e-portal in order for effective analysis to take place	July 2020

GATSBY BENCHMARK 4 - LINKING CURRICULUM LEARNING TO CAREERS

WHAT GOOD LOOKS LIKE:

All teachers 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, every pupil has 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

The Current situation

- Careers education has been taught in curriculum areas following a “careers in the curriculum” week in July 2019
- There is a comprehensive STEM programme in school

Objectives for 2019 to 2020	TIMELINE
To ensure that careers education is delivered throughout the curriculum and embedded in department Schemes of Learning guidance to be embedded into the curriculum	July 2020
Teachers can highlight skills achieved by studying specific subjects and how these are relevant to careers and work in their lessons	July 2020

GATSBY BENCHMARK 5 – ENCOUNTERS WITH EMPLOYERS AND EMPLOYEES

WHAT GOOD LOOKS LIKE:

Every student should have multiple opportunities to learn from employers about work, employment and the skills that are evaluated in the workplace

- Students should participate in at least one meaningful encounter with an employer every year from the age of 11
- Dagenham Park works with the regional Local Enterprise Partnership to make sure you are aligning strategic economic plan of the region

The Current situation

The careers programme ensured at least one meaningful employer encounter occurs for every pupil in each year group

Clear evidence Arts, Science and Business do careers related activities and employability skills

Objectives for 2019 to 2020	TIMELINE
Careers Leader to arrange a Enterprise Leader with ELBA	July 2020
To ensure all careers related activities undertaken by curriculum areas are linked in to the careers map	July 2020
To build the alumni in order to build a portfolio of employers	July 2020

GATSBY BENCHMARK 6 – EXPERIENCES OF WORKPLACES

WHAT GOOD LOOKS LIKE

Every student should have first-hand experience of the workplace through visits, work shadowing and/or work experience so they can explore their career opportunities

- By the age of 16, every student should have had at least one experience of a workplace, additional to any part-time jobs they may have
- By the age of 18, every student should have had one further such experience, additional to any part-time jobs they may have

The Current situation

- There is a work experience programme for Year 10s – in 2019 100% of pupils had a 2 week work experience
- A work experience / employment skills programme is continually being developed for 6th form

Objectives for 2019 to 2020	TIMELINE
To maintain the diversity of the placements for Year 10 and improve the quality by working with BDSIP and Trident	July 2020
To work with 6 th form on developing work experience opportunities for Year 12 students	July 2020

GATSBY BENCHMARK 7 – ENCOUNTERS WITH FURTHER AND HIGHER EDUCATION

WHAT GOOD LOOKS LIKE:

All students should understand the full range of learning opportunities that are available to them. This includes academic and 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 students who are considering applying for university should have had at least two visits to universities to meet staff and students

The Current situation

- The Heads of Year 12 and 13 organise Pathways events involving colleges and HEIs
- All Year 11 students receive impartial advice from the BDSIP on the full range of learning opportunities
- Sixth form opportunities and HEI visits into the Careers Map
- In the process of creating an Apprenticeship opportunity programme with Construction Youth Trust

Objectives for 2019 to 2020	TIMELINE
To ensure that pupils in year 11 not only have an independent careers interview but further education centres encounter students from Dagenham Park	July 2020

GATSBY BENCHMARK 8 – PERSONAL GUIDANCE

WHAT GOOD LOOKS LIKE:

Every student should have opportunities for guidance interviews with a careers adviser

- Every student 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

The Current situation

- 1-2-1 interviews are provided by a qualified, experienced careers advisor from Barking and Dagenham Careers Service who comes in two days a week
- All year 11 and selected year 12 receive interviews.

Objectives for 2019 to 2020	TIMELINE
To carry out an analysis of the data received from Esther Thompson of the BDSIP	July 2020