



Ark Evelyn Grace Academy

Careers Strategy

September 2019

This document outlines the Careers Strategy that has been devised in response to Evelyn Grace's review of their Careers Programme over 2019-2020. It has five main headings:-

- Vision and purpose
- People and resources
- Programme and provision
- Partnerships
- Performance monitoring and evaluation

1. Vision and Purpose

“London’s youthful, expanding and entrepreneurial population needs to know where there will be work opportunities and they must be equipped with relevant experiences, skills and qualifications to take advantage of them from an early age. Young Londoners are not just competing with each other and the rest of the UK for jobs - they are also competing on a global basis. Action is required at every level. Parents, employers, schools, colleges, training providers, universities and career development specialists - all will need to work together to keep up-to-date with and communicate effectively on fast changing education and labour markets.”

London Ambitions: Shaping a successful careers offer for all young Londoners, London Councils, 2015

The London Ambitions offer recognises that careers matter to individual and to the wider economy and that career development encompasses a wide range of different aspects.¹



¹ Professor Wendy Hirsch
Institute for Employment
Studies

This strategy builds on the national requirements for careers, enterprise and work related learning and tailored in line with the above ethos and direction of our school. It has been drawn together to support the outcomes of the Lambeth wide career cluster:-

- To ensure that young people make a successful school to work/HE transition including improving the employability skills of vulnerable and disadvantaged young people.
- To draw effectively on labour market intelligence to inform curriculum and careers provision
- To increase links between schools, further education, employers and higher education and improve the effectiveness and sustainability of these partnerships.

Evelyn Grace's CEIAG strategy has evolved over the last 5 years and will be consolidated within The Quality in Careers Standard; although it will also be a working document responding to the changing needs of our students and different cohorts. We have a strong commitment to social mobility and raising the aspirations of our students. Our Careers Statement (below) reflects this commitment and that we have a student centred approach based on individual needs and goals.

We aim to give every student an individual pathway to University and Career Success based on informed decisions and in-depth Careers Education, Information and Guidance (CEIAG)

Our aim is to encourage student development using our EGA CIRCLE of Strengths; Curiosity, Integrity, Responsibility, Confidence, Leadership and Eloquence and by demonstrating how these skills and habits can be used in a variety of 'real life' studying and working situations. We have a long term vision which is to imbue our students with our Core Values of Self-Discipline, Endeavour and Excellence. We link our curriculum with continuing education and possible future careers seeking to address the question 'how will these subjects help me in my future'? This we believe increases motivation and outcomes in the classroom. Using our extensive and varied employer network we engage in frequent employer led careers activities which in turn informs the breadth and scope of the guidance students receive both from well informed staff and employers.

- Guidance is important for Social Mobility because it helps open pupils' eyes to careers they may not have considered' (Gatsby report 2014)
- By being exposed to four or more employers, school leavers are up to 20% less likely to be NEET, earn 18% more when in full-time work and develop a much higher level of confidence (CIPD, 2013)

Evelyn Grace establishes early on in our student's progression that careers education is a vital part of our young people's independence and goal setting for their impending choice of pathways.

1.1 Development priorities for 2019/20

Participation in the Lambeth Career Cluster (LCC) gave the school a robust opportunity to take stock of current provision and identify challenging development priorities. As part of the on-going Alumni for the LCC we are committed to delivering provision in line with the Eight Gatsby Benchmarks. Despite having achieved the Quality in Careers Standard in Feb 2019, we are constantly working to ensure that this provision is updated and responsive to the needs of each student.

Following completion of the Compass audit and the Quality in Careers Standard our particular priorities are to build on our following strengths and address our priorities for development:-

Our Careers Strategy is constantly evolving and responding to new demands both in terms of student needs, the labour market and what it is that employers need.

- To continue to embed Careers within the curriculum via frequent INSET sessions and whole school activities i.e. Careers Week.
- We have established a careers working party led by Careers Champions from each department to develop and document a whole-school careers programme.
- We have published a programme of careers provision on the school website and will link this to the Lambeth Post-16 Prospectus
- EGA will unveil a branded Careers Programme – which will be driven by the needs of students and Student Councils.
- All students have access to expert careers guidance by the age of 16.
- We have bought in Unifrog which we will use to effectively ensure individualised provision for each student and record outcomes and impact. To implement Unifrog through-out the school. To improve AIG and destination outcomes but also digital skills and CIRCLE strengths.
- Improving the evaluation of the effectiveness of the careers programme through tracking outcomes on progress, subject choice and destinations from Year 7 through to 11. This is in line with statutory requirements of Destination Data per September Guarantee, Activity Survey and Intended Destinations.

1.2 Recognising national and local trends and expectations

London is a global city with an economy larger than many of the other member states of the EU¹. This provides many opportunities for young Lambeth residents but also big challenges. They are competing for jobs not just with each other but with people from across the UK and much of the rest of the world. The London workforce is typically better qualified and better paid than workers in the rest of the UK². It is also more entrepreneurial, with higher levels of self-employment.

Over the past decade Lambeth residents have become increasingly skilled, indicating a population shift with more highly skilled people moving to Lambeth³. 65% of Lambeth's working age population holds a higher education level qualification (Level 4 or above) compared to 50% in London as a whole and 37% across the UK².

Regeneration projects and local employment growth offer some potential to help lower skilled residents, but future employment opportunities will be overwhelmingly in high skilled occupations, with increasingly few employment opportunities in medium and lower skilled occupations³.

There are many opportunities which EGA students should be accessing and LMI that is important in informing our Careers work. For example, from September 2019 The South London Innovation Corridor (SLIC) is a

comprehensive programme to catalyse inclusive growth of the creative and digital industries across the shared economic geographies of Lambeth, Wandsworth, Southwark and Lewisham. The programme is making strategic investments in workspace, business support and talent development.

However, EGA caters for a small area of Lambeth and Brixton with most students attending from one or more of the larger Social Housing Estates and the attendant characteristics of the school reflects this background. Many students at EGA come from workless households and deprived backgrounds. More fulfil the Widening Participation Agenda profile than most local schools. Students tend to come from background where they will be the first generation to attend university and we have other indicators. For example we cater for a large number of BME and those for whom English is not their first language; over 52% and 38% respectively. As an indicator of Social Deprivation EGA has 71.9% of students eligible for Pupil Premium

In addition we have a large proportion of SEND and Disability, with Education & Health Care Plan: 1.0% Statement: 1.9% and SEN Support: 12.8%

Evelyn Grace serves our local community no matter what the additional demands; we are proud to do so. We differentiate for the diverse make up of our student's in terms of background, ethnicity, language and educational needs. We have interventions in place and prioritise those we identify as needing the most. All SEND and EAL students receive early IAG. We links with colleges offering ESOL and other specialised courses to meet the needs of our students. We have recently partnered with the Princes' Trust and are delivering the Personal Development and Employability Skills Programme to our Year 10 and 11.

The proportion of young people in apprenticeships and jobs with training in London is around half the England average⁴. After Key Stage 4 only 2% of Lambeth students enter apprenticeships, compared to 6% across England. After Key Stage 4 3% of Evelyn Grace students went onto apprenticeships in 2015 - slightly higher than the Lambeth average, but still well below the national average. Apprenticeships are a more popular choice after Key Stage 5, but apprenticeship destinations are still 6% compared to 7% across England⁵. EGA mirrors these statistics in terms of destinations but aims to address this by providing increasing amounts of IAG and focusing on the benefits of the apprenticeship route. EGA has above the national average (43% EG, 27% Lambeth, 38% England) going into FE and fewer into school 6th forms (36% EG, 51% Lambeth, 39% England). This is largely due to the fact that we offer only academic /A level subjects in a small focused 6th Form (although suspended for 2019)

- EGA Careers and Apprenticeship Fair attended by Key Stage 4 & 5 students but also staff. In 2019 EGA had over 35 local and national employers, from diverse industry sectors such as SKANSKA and Goldman Sachs to local entrepreneurs and social enterprises such as PoP Brixton. As well as 6 Apprenticeship Training Providers. Additionally, we have 5 IAG from National Careers Service and alternative school leaver information from organisations such as Allaboutschoolleavers.
- Work with Lambeth Apprenticeship Ambitions Programme to boost students understanding and take up of the apprenticeship pathway.
- Ensure every student has the opportunity to gain experience of the world of work. This could include career insights from industry experts, work tasters, mentoring, enterprise activities, participation in

careers events and work experience in line with the latest Statutory Guidance published by DfE (Jan 2018).

- Ensure up-to-date, user-friendly labour market intelligence/information (LMI) is readily accessible by young people, teachers and parents/carers available from the Careers room and Library; eCLIPS has been purchased by the School and advertised to all students and parents
- In July Year 10 students have a 3 day University and Careers Success Programme. Every Year 10 has a day trip to a university. All Year 10s attend an Employability and Careers insight 3 days off site and engage with Careers Hubs, Speed Networking and Entrepreneurial Activities with over 40 different companies and individuals. In addition to CV workshops this ensures every student has the opportunity to evaluate the knowledge and skills they need for the workplace and source good in-depth and tailored WEX in Year 12

2. People and Resources

In order to ensure effective delivery of careers provision we want to ensure that all staff support students in their career exploration and planning and are actively involved in aspects of the programme. All staff have a role to play in ensuring students have a well rooted understanding of their strengths and the pathways open to them.

“Students are 18 times more likely to be motivated to learn if their teachers know their hopes and dreams.”

Dr Russ Quaglia 2016 (London Ambitions Careers Curriculum)

- EGA’s Programme is overseen by Ms Hall (MA. Pg. Dip in Careers Education with QCG Level 7 and CDI registered). She is a full time Careers and WRL Officer responsible for all Career related projects who is available to students and staff via an Open Door Policy at lunch and after school until 5.00.
- The Careers and WRL Officer – Ms Hall regularly informs the Staff of upcoming events and projects via INSET Day presentations.
- Each Dept. has a nominated Careers Champion who can liaise with MS Hall and request resources for subjects or for example the whole school Careers Week.
- The governing body is appraised at least annually on the Careers Programme and developments around CEIAG by a Careers Presentation. Destination Data is also discussed. Careers & WRL Officer and the Careers Link Governor meet on a regular basis.

EGA has a small Careers Budget but continually looks for different opportunities and resources in the charity sector for example we have Business in the Community and Enterprise Advisors. We also seek extra funding and have recently be awarded £11,000 from the Walcott foundation after putting in a successful bid last year; we anticipate this continuing.

3. Programme and Provision

Evidence suggests that a mixed delivery model is most effective in meeting students’ needs with integration of career learning into all lessons, some discrete timetabled provision through PSHE, reflection and support through tutorial time and enrichment activities for impact including encounters with employers from a wide range of

possibilities and access to information, individual advice and guidance. The Gatsby Report Good Careers Guidance provides a guide on the range of activities and how schools can organise these. As outlined in the Careers & Enterprise Company booklet '**What Works in Careers and Enterprise?**' it is important to take account of

- Different effects for different activities
- Sequencing of activities to meet learner needs
- Effective implementation and ongoing review and improvement

A month by month overview of our Careers Programme which can be found in Appendix A is a constantly evolving Programme to which elements are added as a response to demand. For example

- Staff are kept informed of up to date IAG and LMI resources.
- Recently bought in ECLIPs to help students research their areas of interest
- The next term will focus on whole school use.
- The library has recently been re-organised so that the careers section can reflect the Career of the Term which will be increasingly publicised around the school and be backed up by a series of speakers and events.

4. Partnerships

Collaboration with further and higher education providers, with careers guidance specialists and with businesses are all important in helping equip students with the knowledge, skills and behaviours for career success. They can bring additional expertise and insight into schools and motivate and inspire students to see how different choices can take them in the future.

We have very strong links with business and other partners who have supported the school for many years; as evidence by those that attend our Annual Careers Fair. (See Appendix B) Introducing students to the World of Work is delivered via careers talks, workshops, off-site trips. Many of our partners help us improve employability skills further by attending our Enterprise and Work Related Learning Programme. Other providers help us to develop University Success & WRL strategies e.g. Spiral Youth Work, Business in the Community, Lambeth Working, Inspiring the Future, Enterprise Advisers through Team London and IntoUniverstiy. Our Further Education links are many including Lambeth College and up to 15 other providers who attend our Annual College Fair. Higher Education Providers in the SE are always keen to host ALL our Year 10 students in July each year including locally LSBU, but also Oxbridge.

Performance Monitoring and Evaluation

Measuring the impact of the careers programme is critical to ongoing development and success. EGA recognises that this must be done in a more robust way and will seek to implement impact reports will be produced on a termly basis and contribute to an annual report to governors. This will draw on feedback from staff, parents and students and focus not just on enjoyment but also on the knowledge and skills developed. The school has external validation of its provision through the Quality in Careers Award which is still subject to a systematic review of provision and targeted approach to development.

5. Endorsement

This careers guidance strategy has been prepared as part of the Lambeth Careers Cluster. Evelyn Grace Academy is working with sixteen other schools in the borough, alongside employers and other partners to:-

- Improve the labour market relevance of learning and
- Develop a whole school approach to delivering high quality careers guidance and a careers curriculum.

Our approach is endorsed by the ten employers signed up to the Lambeth Career Cluster and supported by key business partners.

Signed by the senior leadership team:

Vice Principal Teaching and Learning - Ms F Findlay

Vice Principal Personal Development - Mr J Rowley

Assistant Principal Safeguarding Lead – Mr E Evans

Assistant Principal Curriculum & Data - Mr D McEwen

Associate Assistant Principal Head of Sixth Form - Mr M Hanlon

Associate Assistant Principal Teaching and Learning - Ms K Bimson

Associate Assistant Principal KS4 - Mr N Morrissey

Associate Assistant Principal KS3 - Ms M Laing

Principal – Mr Tim Dainty (on behalf of all the above)

Date:

Bibliography and Sources of Information

1. London Councils 'Key Facts' www.londoncouncils.gov.uk/who-runs-london/london-facts-and-statistics
2. Labour Market Profile www.nomisweb.co.uk
3. Lambeth Growth Strategy Evidence Base www.lambeth.gov.uk/elections-and-council/lambeth-growth-strategy-evidence-base
4. London Ambitions: Shaping a successful careers offer for all young Londoners and London Ambition : Careers Curriculum – A Resource Supporting Your Careers Strategy <https://lep.london/publication/london-ambitions-careers-offer>
5. Destinations of KS4 and KS5 pupils: 2017 (provisional) www.gov.uk/government/statistics/destinations-of-ks4-and-ks5-pupils-2017-provisional
6. Participation Guidance <https://www.gov.uk/government/publications/participation-of-young-people-education-employment-and-training>
7. Statutory Guidance – Careers Inspiration April 2017 <https://www.gov.uk/government/publications/careers-guidance-provision-for-young-people-in-schools>.
8. What Works in Careers and Enterprise? The Careers & Enterprise Company
9. The Gatsby Charitable Foundation (2014) Good Career Guidance
10. Career Development Institute : Framework for Careers, Employability and Enterprise Education
11. TeachFirst: Careers Education in the Classroom: The Role of Teachers in Making Young People Work Ready.

Appendix A - EGA 2019/20 Careers by Month

September 2019

- On-going JP Morgan Mentoring Programme 30 Year BAME Boys 10s
- **Year 11** Next Steps: Guide to Post Year 11 Options Programme. A series of Assemblies and PHSE
- **Year 11** One to One Interviews with Action Plan commence
- **Year 11** – Inclusion Programme continues from Year 10 for those at risk of NEET

Walcott Foundation Funding bid – to be completed in December but agreement in principle for:

- Work Related Learning week for year 10 supporting student links with business
- Funding for All Year 10 to attend a University Taster Day
- Friends of EGA Scheme including badges to promote links with businesses.

October 2019



- Launch of The London Schools Challenge (JP Morgan and Imperial College)
- STEM programmes King College London Year 7, 8 & 9 Hospital Heroes insight into NHS Jobs and skills development.

November 2019

- **Year 10** - Skills for London Fair (50 or more Year 10 to attend) preferably the less academic. Very much recommended by Statutory Guidance and Investors in Careers. Tickets Free
- **Whole school** – Launch of Unifrog Platform for centralised monitoring of all programmes and reflective learning
- **JPM** Year 10 mentoring programme to commence
- **JPM** Year 10 girls BAME mentoring Programme

December 2019

- **Staff Training Twilight** on Launch of Unifrog and Careers Week March (including how to use LMI)

January 2020

- **Year 9** Options workshop (for those identified as needing extra support for Option Choices)
- **Years 7-9** PHSE lesson in Tutor time with additional support material based on and Mapped to CDI Careers Framework
- **Year 11** College fair (Local FE providers) Talk by particular providers

February 2020

- **Year 11** NCS National Citizenship Challenge – try to engage ALL Year 11

March 2020

- **Year 9 Options Evening** - More focus on subject and future pathways. Students to give presentations on where subjects can lead facilitated by each dept /Careers Champion
- **Year 9 Options** Students to help give parents information on future careers on the evening.
- **Year 10** - Mentoring Project with Mosaic (with the view to get all Year 10 Mentored)

April 2020

- Whole school INSET on Destination Data and Departmental Audit for Careers in May
- **Year 11** – Intended Destination Date Collection Point
- **Year 11** – Those in danger of being NEET (identified by RONIs or Destination Data) offered a transitional programme run from July to Sept to help them into college.

May 2020

- **Year 10** – Design and Engineering Focus Building the New Goldman Sachs Project

June 2020

- **Year 10** Preparation for WRL Learning Week CV writing (outside organisations Let Me Play, IntoUniversity, JP Morgan, Spiral) to run workshops with all year 10 on CV writing
- **Year 8, 9, 10, 11, 12 , 13** Big Data Programme with Goldman Sachs (Maths Dept)

July 2020

- **Year 10** WRL week at Lambeth College in conjunction with EiA. Engagement with a series of individual Professionals and both local and national Employers. Speed Networking, Building your own personal Brand, Apprenticeship representatives, Trading Game (this year possibly vocational Tasters)
- **Year 10** – Universities Trip for ALL Year 10
- **Year 12** – Networking Event with ‘Friends of EGA’ facilitated by Year 12 as a thank you for their help in the Year

August 2020

- GCSE Results week – AIG and on-going support after results day
- Tracking of students for Destination Data after results (on going through September)

General**EGA Circle of Strengths**

- EGA Strengths and ‘Moving out of the Classroom’ talks by employers about employability skills and qualities needed in the work place
- SLT to work with Goldman Sachs (Spring Term) Key Stage Assembly

Friends of EGA

- Badge Scheme (like Prefect Badge with Logo) for our Partners who consistently engage with EGA i.e. Goldman Sachs, JP Morgan, Kings to strengthen relationships. At the end of year event run by Year 12 to network with all those high profile volunteers. A good return. (Funding from Walcott Foundation application)

SEND/Intervention work

- Year 9 – Group work on Decision Making
- Year 10 early intervention via volunteer psychologist/IntoUniversity

- Year 10 and Year 11 Princes' Trust
- Year 11 receive early interviews to enable back up interviews and reports

Evaluation of Careers Programme

- Standardised Student Survey for all Events and via Unifrog
- Student Council to be involved in providing Student Voice /Career Champions
- Audit of Departmental objective and activities

Parental Engagement

- Entitlement Statement on Website
- Parent Forum – regular updates
- Year 11 Booklets Next Steps Booklets given to all Parents at Parents Evenings
- Parent Evenings Stall at all Parent Evenings - a table with a sample of Careers Room Information and Information specifically for Parents. AIG from Ms Hall for Parents who ask

Appendix B – Careers and Apprenticeship Fair Attendees (expanded each year)

Companies and Industry Sectors

- Law – Ministry of Justice Office/University of Law
- Home Office & Civil Service
- Charity – Macmillan Cancer
- Finance/Banking – EY, Goldman Sachs, JP Morgan
- Medical /NHS – Kings College Psychologist, Genetic Researcher, Therapists
- Imperial College
- Architectural Planning – City of London
- Real Estate /Property/Development– CBRE, Durkan
- Construction/Engineering – SKANSKA
- Army – Apprenticeship Opportunities
- Navy – Apprenticeship Opportunities
- Fire service

Local Business/Entrepreneurs

- Liverty – Creative and Media and Marketing
- Makeshift/PoP Brixton/Raw Talent

Apprenticeship Providers

- CITB – Anything you want to know about construction! Also offer Apprenticeships up to Level 5 Higher

- Evolve – Construction
- JTL Training - Heating Engineering, Plumbing, Building Maintenance, Electrical
- MPCT - Specific training and qualifications in Uniformed and Public Services.
- Citygateway - Customer Service, IT, IBM Traineeship
- Green Man Skills Zone – NHS, Security, IT, Business
- JACE Training - Childcare, Playwork, Youth Work, Health & Social Care, Customer Service, Business Administration, Hospitality, Catering
- Step Ahead – Customer Services in Public Sector i.e. NHS, Health and Social Care
- Whitehat – Legal Apprenticeships, retail, Real Estate
- Let Me Play – Sports, Teaching Assistant, specialist Sport Teaching Ass., Business
- Say Youth – Sports
- Lambeth College – Business, IT, Hospitality, Catering, Construction
- Street Scape – Landscape /Design for commercial and residential

General Information Advice and Guidance

- Allaboutschoollivers – Information on School Leaver Opportunities Post A Level, Gap Years, Apprenticeship at all levels,
- The Challenge – Info on what is on offer AFTER completion of the Challenge (to graduates)
- Making the Leap – Access to Higher Education, Apprenticeships, Next steps
- IntoUniversity – Access to higher education, pathways. Study help