

Bede Academy



Careers Education, Information and Guidance Plan (CEIAG)

Last review: September 2023

Approved: October 2023

Governor Approval: October 2023

Next review: October 2024

Vision

Our vision can be simply stated as excellence for all. We seek to provide our students with an outstanding education underpinned by traditional Christian values. Within a supportive environment, students are challenged to achieve their personal best and inspired to serve others with their talents. We want the careers education at Bede Academy to raise aspirations of all and we want students to leave the Academy with the knowledge and skills necessary so that they can use their abilities to serve others and make a positive contribution to society. Through the understanding that they gain, they will make informed choices that move them into their chosen life long career whether that be through University, Apprenticeships and the job market, and being able to access the local opportunities that are and will be available.

Intended Outcomes

Excellence Curriculum Outcomes

- Increase the number of curriculum/industry projects across KS3 that 100% students participate in. This will include a range of opportunities within local industry, mapped across the curriculum.
- Extended the offer at Key Stage 5 to include high quality vocational opportunities that support student pathways into the following industries: Digital, Advanced Manufacturing, Health and Life Sciences, Subsea, offshore and energy technologies and Energy through the development of T levels.
- Increasing proportion of students going on to university (inc Russell Group) and degree level apprenticeships.
- Increase the proportion of students remaining at Bede Academy Sixth Form to exceed 70%
- Increase the number of external students joining Bede Academy Sixth Form
- Maintain zero NEET students on leaving and reduce the number of students not sustaining their destination.

Excellence in Community

- Clear progression within STEM subjects to higher level apprenticeships within local industry.
- Work with employers to ensure they are fully informed of curriculum pathways.
- Clearly communicate pathways available and up to date labour market information to parents.

Excellence in Character

- Curriculum demonstrates opportunities for all students to contribute to and grow their impact in the community, through service and leadership.

Strategic plan

Year	Overview	
	Personal Development	Other
7	What are your dreams and aspirations?	
	What are your talents? What can I aspire to? (What is sixth-form like?) What can I aspire to? (What options are beyond sixth-form?)	Visit to Port of Blyth (Engineering) Careers Fair
	What are the national job sectors? (eg NHS, Digital, Uniformed services)	
8	What are the areas of opportunity? (focus on digital) What are the areas of opportunity? (focus on NHS and Advance Manufacturing) What are the areas of opportunity? (focus on Teaching and Uniformed Services)	Careers Fair
	What are the local opportunities available?	
9	What are the opportunities in Blyth around Offshore and renewable technologies? What are the misconceptions around the different pathways available to me? What are apprenticeships really like?	Careers Fair
	What are the next steps really like? (Dispelling myths around jobs, apprenticeships, university etc)	
10	Difference between jobs and careers Work experience preparation Work experience review	Careers Fair Initial careers interviews Work experience
	What are the next steps for me?	
11	What does Bede Sixth-form offer? What are my back-up plans?	Careers Fair Futures interviews with SLT Careers interviews – Careers advisor
	Post-16	Work experience

Curriculum Industrial Links

In response to growing local opportunity, Bede Academy is working in partnership with local industries to align the curriculum to prepare students effectively for high level apprenticeships and wider employment opportunities. The aim to provide seamless transition between educational and employment, with routes into industry tailored to students' aspirations and industry requirements. Work is on-going with Energy Central and the Employer Engagement panel to strengthen and develop further links. Work is also on-going as part of the wider Energi skills group.

We are looking to develop further links with National Employers such as NHS etc.

Reporting and Reflection

Student participation in the career's curriculum will be monitored and evaluated to ensure that every student has access.

In Key Stage 3, all students are expected to participate in a wide range of careers related activities to ensure they are well placed to make informed choices. In Key Stage 4, students will be grouped by level of aspiration and areas of interest to ensure that students get bespoke support and secure a high quality destination route. Students without clearly defined pathways will receive more intensive support. In Year 11, all students will have individual meetings to discuss their options and Key Stage 5 curriculum. In Key Stage 5, students will make full use of UniFrog. Students will receive a high level of support in preparing application for university. All students in Year 12 will have individual meetings to discuss their proposed destination, as well as all students in Yr 13 having individual meeting and bespoke provision to ensure they have completed applications for their intended destinations.

Students will complete an annual self-reflection, considering the opportunities they have had to development with respect to the academy vision (character, curriculum and community). As part of this reflection students will be asked to reconsider their aspiration and reflect on how this may have changed as a result of their engagement in the careers curriculum. At the end of each term, a summary of student participation with careers curriculum will be shared and evaluated. It is expected that overtime participation will be 100%. This will include both individual information sessions and events, as well as planned careers opportunities within other the substantive subject curriculum. Views from wider stakeholders, parents, governors and employers will be sought to further evaluate the careers provision. Annually, student destination information will be provided for end of Key Stage 4 and 5. This will show students destinations by industry, with the expectation that growing numbers of students will enter local areas of opportunity.

Summary of Gatsby Audit Outcomes

Below shows a summary of the 8 Gatsby Benchmarks:

Updated benchmarks from July 2023

National average refers to % schools fully achieving this Benchmark nationally

Benchmark	Title	Current Position	Further Developments
1	A stable careers programme	88% Previous score: 88% Nat Av: 66%	Add further details of career progression onto the website aimed at a wider audience.
2	Learning from career and labour market information	80% Previous score: 80% Nat Av: 81%	Further use of labour market information. Encourage parents / carers to use career paths and labour market information to aid and support student choices.
3	Addressing the needs of pupil each	100% Previous score: 100% Nat Av: 54%	Collect and maintain accurate data for each student for up to 3 years after leaving.
4	Linking curriculum learning to careers	50% Previous score: 43% Nat Av: 76%	Embed careers and enterprise education in pupil's lessons, linking curriculum to real-world career paths.
5	Encounters with employers and employee	100% Previous score: 100% Nat Av: 80%	Continue to ensure all students have at least one meaningful encounter with an employee each year.
6	Experiences of workplace	100% Previous score: 100% Nat Av: 64%	Continue to ensure all Yr 10 & 12 students have a plan in place for WEX.
7	Encounters with further and higher education	100% Previous score: 100% Nat Av: 52%	All students need to have meaningful encounters with sixth form colleges, FE colleges and training providers.
8	Personal guidance	100% Previous score: 100% Nat Av: 75%	Continue to ensure all students in Yr 11, 12 & 13 have bespoke impartial guidance from a L6 qualified careers advisor. KS3 Yr 9 students can gain a bespoke appointment if they are unsure of their option choices.

From the audit against the Gatsby benchmarks the following key areas of development have been identified:

1. Develop the whole academy approach to careers by ensuring all-through careers planning and involving wider stakeholders in this planning.
2. Ensure that all students need to have meaningful encounters with sixth form colleges, FE colleges and other training providers through a careers fair..
3. Begin to embed careers and enterprise education in pupil's lessons, linking curriculum to real-world career paths.
4. Update the website to include further details of career progression and range of careers support.

Previous Intended Outcomes & Evaluation

Intended Outcomes

Excellence Curriculum Outcomes

KS4 and KS5 Curriculum offer

Extended the offer at Key Stage 5 to include high quality vocational opportunities that support student pathways into the following industries: Digital, Advanced Manufacturing, Health and Life Sciences, Subsea, offshore and energy technologies and Energy.

Further development of T-Levels within the 6th form offering ready for delivery in 2024.

Work Experience

In Year 10 and Year 12 create meaningful work experience opportunities for students with aspirations in local areas of opportunity. Track student engagement with industry opportunity areas or individual companies through each work experience windows.

KS4 and KS5 Destinations

Increasing proportion of students going on to university (inc Russell Group).

-64% (61 students) of the cohort are progressing to university. This is the same as last year.

-20% (19) of students have secured places in Russell Group Universities with 80% of students applying to university gaining a place at one of the top 40 Universities in the country (Complete University guide 2023).

Increase the proportion of students remaining at Bede Academy Sixth Form to exceed 70%

In 2023 initially 89 students (47%) remained in Bede Academy Sixth Form.

Increase the number of external students joining Bede Academy Sixth Form

In 2023, 16 students joined Bede Academy Sixth Form. This is an increase from 15 in 2022.

Sustained increase in number of PP students entering Bede Academy Sixth Form

In 2023 15 disadvantaged students (27%) remained in Bede Academy Sixth Form.

Maintain zero NEET students on leaving, and reduce the number of students not sustaining their destination.

1.6% of NEET students in Yr11. 1% NEET students in Yr13.

Excellence in Community

Clear progression within STEM subjects to higher level apprenticeships within local industry.

Establish real local opportunities for students to complete work placements with potential employers.

Working continuing with Tharsus and Quanta

In Key Stage 3 all students will have access to information about the identified North East Labour Market information, specifically focussed around local areas of opportunity. These have been identified as:

- Digital
- Advanced Manufacturing
 - Tharsus
 - Drager
- Health and Life Sciences
 - NHS Careers
 - Centre for Life
 - Sunderland University
 - Director of Patient Safety NHS
- Subsea, offshore and energy technologies
 - Port of Blyth
- Energy
 - Catapult

Excellence in Character

Curriculum demonstrates opportunities for all students to contribute to and grow their impact in the community, through service and leadership.

100% students take part in planned opportunities to develop their character through service and volunteering.