

Future Academies – Careers Education Information and Guidance

Careers Education Information and Guidance is an important part of preparing young people for the opportunities, responsibilities and experiences of life. A planned programme of activities supports the students in choosing pathways at key transition points that suit their interests and abilities and helps them to work towards a career path and sustainable employment.

Our programme empowers young people to plan and manage their own futures. We acknowledge that availability of information is a key factor in career choice and pathway decisions. It raises aspirations, promotes equality, diversity, social mobility, challenges stereotypes and supports young people to achieve personal and economic well-being throughout their lives.

We are committed to fulfilling the Government statutory requirements which state that “Section 42A of the Education Act 1997 requires governing bodies to ensure that all registered students at the school are provided with independent careers guidance from year 8 (12-13-year olds) to year 13 (17-18-year olds).” Careers guidance must be presented in an impartial manner and promote the best interests of the student to whom it is given. Careers guidance must include information on the range of education or training options, including apprenticeships and technical education routes.

Every student in year 11 is offered an individual meeting with the Personal Adviser, and meetings are arranged for other targeted students throughout the year.

We look for and promote opportunities to collaborate with partners to support the programme to help students move on to positive, suitable and sustained destinations.

A school careers fair is held once a year, in the evening so that parents can attend to support their child with their career decisions.

There is a stable programme of Careers Education, delivered in tutor times, in assemblies, on off-timetable Enrichment Days, and through other occasional events in the school year.

Year 7

In Year 7, our focus is adapting to a new community and learning about the wide range of employment opportunities on offer. Students will have the opportunity to hear from a range of visiting speakers, broadening their horizons, as well as to participate in an enterprise activity, developing their teamwork, communication, and problem-solving abilities. There are also opportunities to perform in musical or theatrical productions, with the aim of developing confidence and presentation skills.

Year 8

In Year 8, our focus is on helping students to develop their independence skills. They will have the chance to take part in a shadowing experience, immersing themselves in the world of work and starting to find inspiration for their future careers. They will start to visit universities, and also have the opportunity to attend the school’s Careers Fair. In addition, students go on a residential trip, taking part in exciting and challenging tasks that will develop their resilience and risk-taking capabilities.

Year 9

In Year 9, our focus is on starting to refine students’ individual aspirations and pathways. They will embark on a process of self-assessment, explore different career paths, and consider their options for

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Key Stage 4. We host an options assembly, a parents' evening, and a meeting with a member of the Senior Leadership Team to help students make these crucial decisions. Students will take part in a speed networking event with industry and business experts, attend the Careers Fair, meet a personal careers advisor, and use career-planning software to receive individualised recommendations for their careers. At Trinity Academy, we are keen to promote careers in science, technology, engineering and mathematics (STEM). To raise awareness and promote a wider range of options, therefore, students will also take part in STEM activities.

Year 10

In Year 10, we focus on developing employability skills. Students take part in a week's worth of work experience, supported with preparation beforehand and reflection afterwards to help them develop further appreciation about employment and their future careers. They will attend the Careers Fair, a further speed networking event, and make use of career-planning software to hone down their individual goals, skills, and aptitude, and record their own progress. Additionally, employability sessions are held, which help to develop students' understanding of employer expectations, interview skills, and best practice in writing effective CVs.

Year 11

In Year 11, the focus shifts to post-16 options and applications. Students will consider the pathways open to them, such as Sixth Form, Further Education Colleges, and Apprenticeships, and armed with this information, they begin to make their choices. All students will receive information about their post-16 choices at information sessions, with the chance to visit universities, colleges, or future apprenticeship employers. They will continue to have access to Careers Fairs, career-planning software, and further individual guidance from a Personal Careers Advisor. Moreover, students are encouraged to participate in the highly rewarding NCS programme (National Citizen Service) during the summer after their GCSEs.

Sixth Form

Our focus in the Sixth Form is to develop our students' ability to access Further Education, Higher Education or Employment, as per their personal requirements. Students receive personalised support from a Personal Careers Advisor, and have continued access to the Careers Fair and career planning software. In the summer term of Year 12, we host an 'Employability Week': this is an in-school programme which includes a mock interview day with visiting employers. Students are also supported and encouraged to research and organise their own work experience placements. For those wishing to apply for Further Education routes, support is given with their UCAS applications through visits to the UCAS university convention, visits to leading universities including Oxbridge, and access to an Autumn and Summer School Programme based at the University of Hertfordshire. Guidance is also given for those wishing to apply for alternative opportunities, such as apprenticeship schemes or the Nuffield Foundation placement scheme, which focusses on providing opportunities for young people to gain STEM experience from industry specialists. For the entrepreneurially-minded, there is the opportunity to participate in the 'Dragons' Apprentice Challenge', a challenging but rewarding business challenge activity in which students work in a team with a local business contact and a charity to create their own business idea.