

Beacon Academy - Strategic Careers Plan



The Strategic Careers Plan includes:

- Vision & aims for careers provision
- Current state Inc. Destinations Data
- Key strategic objectives (student-centred and measurable)
- Action plan to achieve objectives

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal Guidance

Vision & Aims

Vision for Careers Provision Statement:	Aims of Careers Provision:
<p>“To equip pupils with the skills they need to access the world of employment, empowering them to achieve personal and career happiness and success.”</p>	<ol style="list-style-type: none"> 1. Prepare pupils for life post-education. 2. Develop an understanding of different career paths and challenge stereotypes. 3. Develop an understanding of the differences and similarities between school and work. 4. Inspire pupils to chase and achieve their dreams. 5. Help pupils to access information on the full range of post-16 education and training opportunities. 6. Support pupils after leaving school. 7. Offer targeted support for vulnerable and disadvantaged young people. 8. Instil a healthy attitude towards work.

Current State

Current Compass Score (based on planned activity):	BM1	BM2	BM3	BM4	BM5	BM6	BM7	BM8
<p>Priority Benchmarks:</p>	100%	100%	100%	100%	100%	100%	100%	100%
	<p>GBM4 - Linking curriculum learning to careers GBM5 - Encounters with employers and employees GBM6 - Experiences of workplaces</p>			<p>We are constantly looking to develop the range of employers that we engage in our careers programme. These connections will help us to develop links to curriculum learning, to provide encounters for our pupils to allow us to tailor the programme to meet their individual needs and to offer bespoke placements to all of our pupils for work experience.</p>				

<p>Important LMI Notes:</p>	<p>Key sectors across North East Lincolnshire:</p> <ul style="list-style-type: none"> • Ports and logistics • Health and care • Renewable Energy • Housing and Construction • Food processing and manufacturing • Chemical processing • Hospitality, leisure and tourism <p>Where possible, we aim to tailor our curriculum to match the key sectors.</p>
<p>Vulnerable Cohorts/Notable trends:</p>	<ul style="list-style-type: none"> • The academy needs to continue its focus on the amplification of apprenticeships and traineeships in line with the North East Lincolnshire skills strategy. Low numbers are taking up these opportunities in year 1 due to having the opportunity to attend college for a year first and then having the opportunity to move onto an apprenticeship or placement based work. Students are aware of this as a training route and find it attractive which skews the destinations data. • 4 students from both the 2019 and 2020 cohorts have gone on to higher education. Focus on HE encounter and information about financing to ensure pupils understand this route is in place and should be having impact in the upcoming cohorts. • Year 2 NEET figures have shown an increase in comparison to the NEET figure in year 1 and 3 for the same cohort. This is almost always due to either physical or mental health issues or waiting to begin another course / route of training or employment.

Destination Data

Beacon Academy 2020 Leavers						
	YEAR 12 01/11/2020		Year 13 01/11/2021		Year 14 01/11/2022	
	Total	%	Total	%	Total	%
Full-Time Education	46	97.9%	34	72.3%	9	19.1%
Full-Time Education (Higher Education)	0	0.0%	0	0.0%	4	8.5%
Gap Year	0	0.0%	0	0.0%	2	4.3%
Full-Time Training	0	0.0%	0	0.0%	0	0.0%
Apprenticeship	1	2.1%	0	0.0%	1	2.1%
Employment with Training	0	0.0%	0	0.0%	1	2.1%
Employment without Training	0	0.0%	5	10.6%	18	38.3%
Working towards Participation	0	0.0%	0	0.0%	0	0.0%
Part-Time Education	0	0.0%	0	0.0%	1	2.1%
Part-Time Employment	0	0.0%	0	0.0%	2	4.3%
NEET	0	0.0%	4	8.5%	3	6.4%
Custody	0	0.0%	0	0.0%	0	0.0%
Moved out of the Area	0	0.0%	2	4.3%	3	6.4%
Current Situation Not Known	0	0.0%	2	4.3%	3	6.4%
TOTAL	47		47		47	

Beacon Academy 2021 Leavers				
	YEAR 12 01/11/2021		Year 13 01/11/2022	
	Total	%	Total	%
Full-Time Education	67	93.0%	51	70.8%
Traineeship	1	1.4%	1	1.4%
Full-Time Training (Other)	0	0.0%	1	1.4%
Apprenticeship	0	0.0%	4	5.6%
Employment with Training	0	0.0%	1	1.4%
Employment without Training	1	1.4%	1	1.4%
Working towards Participation	0	0.0%	0	0.0%
Part-Time Education	0	0.0%	0	0.0%
Part-Time Employment	1	1.4%	0	0.0%
NEET	1	1.4%	12	16.6%
Custody	0	0.0%	0	0.0%
Moved out of the Area	0	0.0%	0	0.0%
Current Situation Not Known	1	1.4%	1	1.4%
TOTAL	72		72	

Beacon Academy 2022 Leavers						
	Total	%	Female	%	Male	%
Full-Time Education	51	83.6%	21	77.8%	30	88.3%
Traineeship	1	1.6%	1	3.7%	0	0.0%
Full-Time Training (Other)	0	0.0%	0	0.0%	0	0.0%
Apprenticeship	1	1.6%	0	0.0%	1	2.9%
Employment with Training	0	0.0%	0	0.0%	0	0.0%
Employment without Training	3	5.0%	1	3.7%	2	5.9%
Working towards Participation	0	0.0%	0	0.0%	0	0.0%
Part-Time Education	0	0.0%	0	0.0%	0	0.0%
Part-Time Employment	0	0.0%	0	0.0%	0	0.0%
NEET	5	8.2%	4	14.8%	1	2.9%
Custody	0	0.0%	0	0.0%	0	0.0%
Moved out of the Area	0	0.0%	0	0.0%	0	0.0%
Current Situation Not Known	0	0.0%	0	0.0%	0	0.0%
TOTAL	61		27		34	

Key strategic objectives

1	To develop relationships with local businesses and apprenticeship providers to support careers provision.
2	To engage parents in the careers process.

Action plan

School Name:	Beacon Academy	Date approved by SLT:	September 2023		
Career Leader Name:	Paul Sunley	Date approved by Governors:	October 2023		
Date Strategic Careers Plan Created:	September 2023	Proposed Review Date:	September 2024		
Strategic Careers Plan					
Objectives “What are the problems you are trying to solve?”	Actions, including CPD “What would solve the problem?”	Responsible “Who is responsible for each action?”	Time “When do you aim to have this completed by?”	Outcomes “What would success look like?”	Progress
1. To develop relationships with employers to support careers provision.	<ul style="list-style-type: none"> ✓ Employer involvement in the careers programme through GBM4 activities, careers events, careers fair and work experience, allowing tailoring of the programme to meet individual needs. ✓ Use of the careers hub and CEC network events to develop contacts. 	PS	<p>Ongoing</p> <p>Improved seen throughout the events delivery in 2022-23.</p>	<ul style="list-style-type: none"> ✓ Engagement in careers programme from a range of employers, resulting in positive feedback from all stakeholders. ✓ Programme is tailored to meet the needs of pupils. Pupils have an encounter with an employee or employer in their field of interest by the end of year 11. 	<ul style="list-style-type: none"> ✓ Enterprise Advisor is helping to support this key strategic objective. ✓ Other employers are still required to allow further tailoring of the provision to meet student needs. ✓ Careers Fair event has been very successful in allowing encounters with employers in sectors of interest. ✓ Wide range of contacts has been explored to support the careers fair.

<p>2. To engage parents in the careers process.</p>	<ul style="list-style-type: none"> ✓ Creation of parent feedback form to be emailed out for annual completion. ✓ Annually review parent feedback and amend the careers programme in response. ✓ Website redeveloped to allow parents to actively support pupils with the applications process. 	<p>PS</p>	<p>September 2024</p> <p>Parental feedback to be gathered end of year and input into the curriculum planning for 2022-23.</p>	<ul style="list-style-type: none"> ✓ Parent feedback reflects that students feel well supported in the careers process. ✓ Parents offer helpful feedback regarding the programme. 	<ul style="list-style-type: none"> ✓ Feedback form and supporting letter emailed to parents of year 11 students. ✓ Annual letter to parents outlining the details of the programme for each year group.
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