

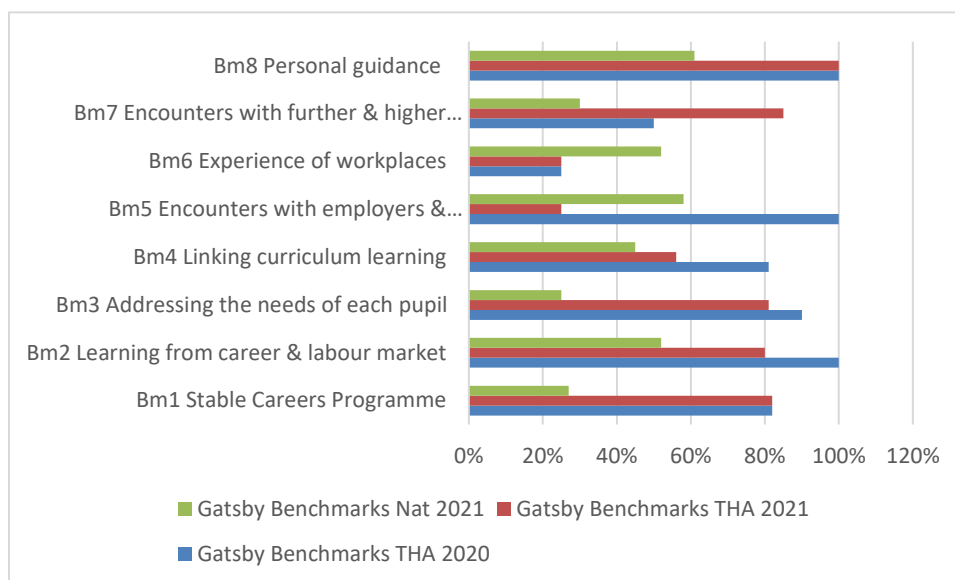
# Careers Strategy: The Hastings Academy

Cordelia Macmillan

## INTRODUCTION

### Careers Education Information Advice and Guidance

The Hastings Academy provides varied and extensive CEIAG opportunities through Y7-Y11. The Academy's coverage of the Gatsby Benchmarks are as follows:



The aim of our careers strategy is to develop a CEIAG programme which promotes through the numerous opportunities provided, high expectations for their own future and develops our young learners to be more ambitious and aspirational with their career choices and thus life choices. We aim, through our CEIAG provision to instil ambition and self-belief within our students that they are eligible and have equal weighting to participate and pursue all career paths, regardless of their starting points. Our work with our students will enable them to explore and pursue whole sectors of employment and expand their understanding of social mobility through informed opportunity. We support our students to build a portfolio of employers and network from an early age to add capital and confidence to their perception of their place in the world of work, careers and

We engage with a CEIAG provider: My Future Starts Here (MFSH), which we fund on an annual basis (£11,000). For this contract we provide for our students:

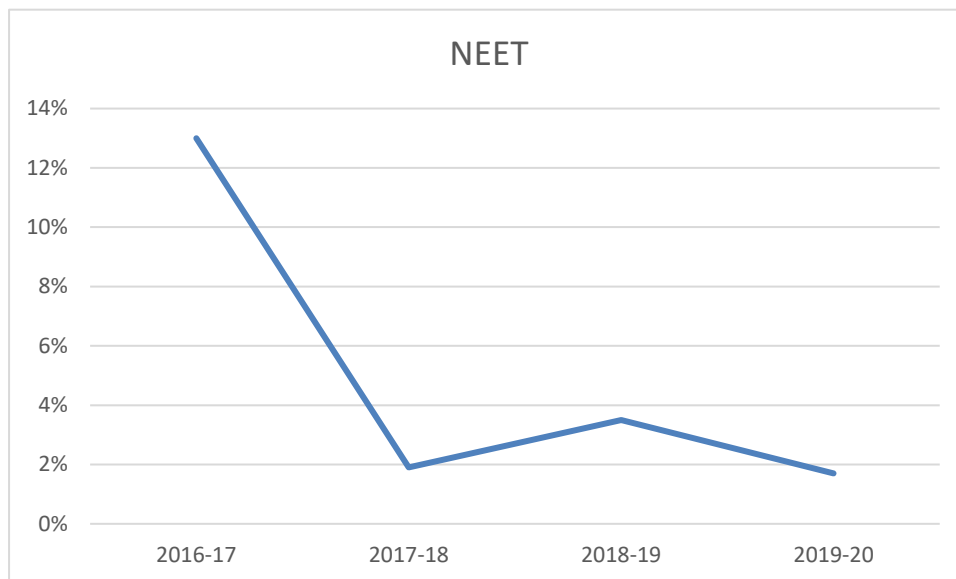
- 1:1 30 minute career guidance interviews with every student in Yr 11 and follow up appointments at home, school or at alternative provision base dependent on the need of the student.
- Workshop for all Yr 11s on how to use UCAS progress for college applications.
- Soft Landings programme and Yr 11 results day support. MFSH is present on results day and will mediate with college for vulnerable students or students at risk of being NEET or students who have not met the required grades. MFSH tracks and works with students at risk of being NEET or NEET young people who have dropped out of college, meeting young people at home with family to support reintegration back into education.
- Careers Fayre and enterprise day for all Yr 10 students.
- Careers talks and assemblies for Yr 9.

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- 1:1 career guidance interviews to all Yr 9 students to support the guidance pathways process.
- Careers advisory service at Yr 9 Parents' evening and Guided Pathway evening
- Careers Workshop for all Yr 7s. An initial reflection on the knowledge of the world of work and the national labour market.
- Consultation with careers strategy and support with accreditation of Investors in Careers (Re- accreditation is due 2020-22)
- Work experience consultation and allocation.

**How do you know that current strategy is having the impact on what we are doing?**  
Four Year Trend NEET



This current engagement with students and stakeholders has had a significantly positive impact over the last 4 years as seen in the graph above, with the percentage of our NEETs falling from above 12% to below 2%. Additional funding through the CEC Hastings Opportunity Area Funding, detailed below, has also had a positive impact on reducing NEET figures.

## Hastings Opportunity Area Funding

As part of the HOA funding, the school received a virtual wallet to spend £11,000 worth of funding. This funding was part of a 2-year budget spend from HOA due to end July 2020. Monies from this have been carried over due to the Covid 19 impact.

This has been spent on:

- Creative café events- bringing 10 employers at a time to speak with students in a café style event over 2 hours.
- Virtual Work place visits- Canary wharf trip to meet with employers and explore multinational finance sector.

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## VISION

**“Every young person at The Hastings Academy will take part in a wealth of opportunities which will inspire and motivate them to become ambitious, resilient individuals. Every young person at The Hastings Academy will be given outstanding careers education, advice, information and guidance on all career pathways so that our young people know what to do to be successful; to go to university; to achieve an apprenticeship; to achieve their dream.”**

## OBJECTIVES

Benchmark 4: Linking curriculum to careers.

- **To develop and embed curriculum learning which is linked with careers.**

Benchmark 6: Experience of workplace.

- **To provide first-hand experience of the workplace.**

Benchmark 7: Encounters with further and higher education

- **To embed a comprehensive understanding of the full range of learning opportunities and pathways available to young people.**

## Confirmation

By checking this box I agree to the vision and evaluation set out in this Careers Strategy	<input checked="" type="checkbox"/>
By checking this box I agree to support with the implementation of this strategy and its objectives.	<input checked="" type="checkbox"/>
Careers Leader: Signature	Cordelia Macmilan
Date	1.10.21
Head teacher Signature	Hilary Morawska
Date	1.10.21