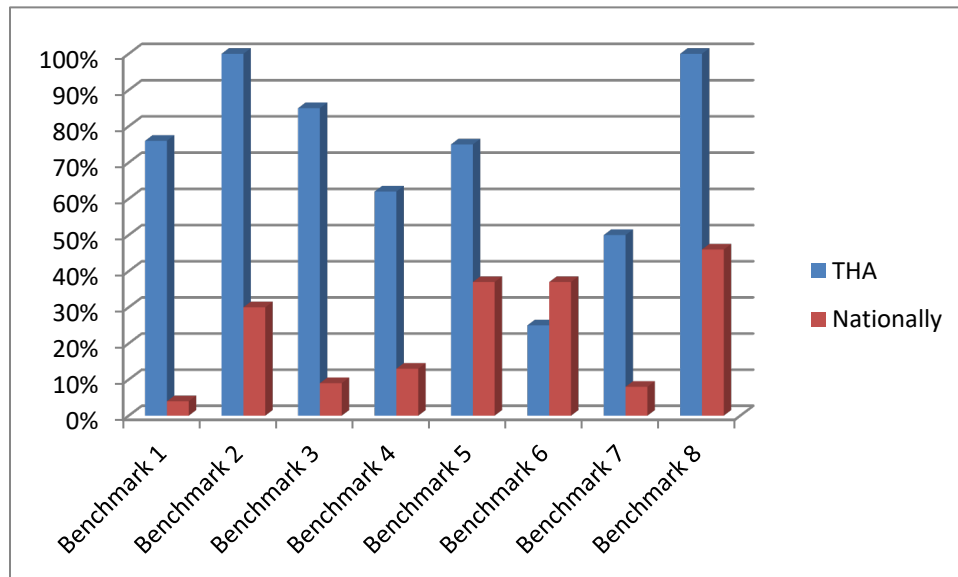


Careers Strategy: The Hastings Academy

INTRODUCTION

Careers Education Information Advice and Guidance

Currently The Hastings Academy offers varied and extensive CEIAG provision through Y7-Y11. The Academy's coverage of the Gatsby Benchmarks



The aim of the careers strategy is to develop a CEIAG programme which promotes high expectations and develops our young learners to be more ambitious and aspirational with their career choices and thus life choices. Our students are lacking in creative ambition and self-belief that they are eligible and have equal weighting to participate and pursue all career paths. Many of our students do not believe they can explore and pursue whole sectors of employment for many reasons ranging from social status, finance and distance. It is fundamental for our students to build a portfolio of employers and network from an early age to counter pre-conceived ideas about careers and education.

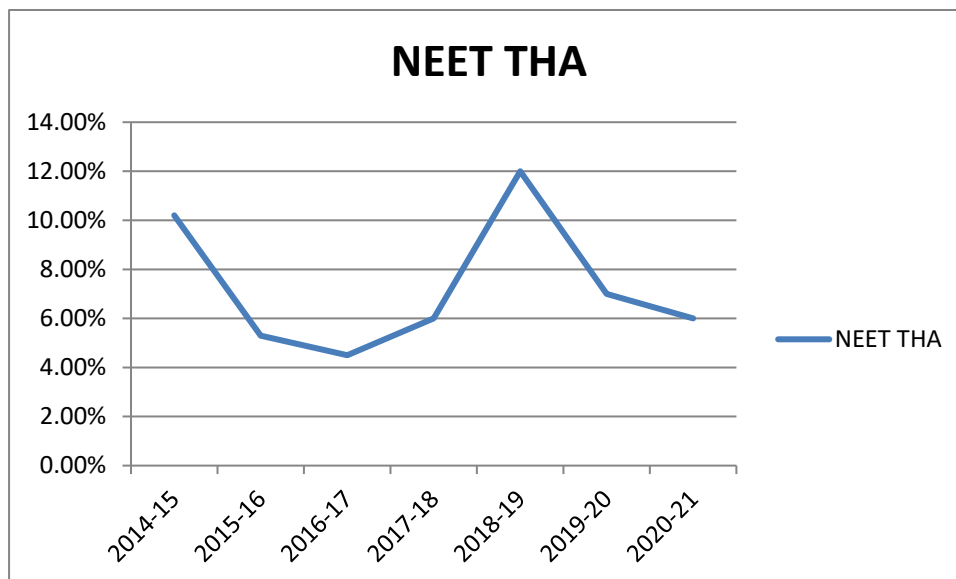
We currently have a contact with My Future Starts Here which costs £12,000. For this contract we have:

- 1:1 30 minute career guidance interviews with every student in Y11 and follow up appointments at home, school or at alternative provision base dependent on the need of the student.
- Workshop for all Y11 on how to use UCAS progress for college application.
- Soft Landings programme and Y11 results day support. MFSH is present on results day and will mediate with college for vulnerable or at risk of being NEET pupils or pupils who have not made the grade. MFSH then tracks and works with at risk of being NEET or NEET young people who have dropped out of college, meeting young people at home with family.
- Careers Fayre and enterprise day for all Y10 students.
- Careers talks and assemblies for Y9.

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- Individual guidance interviews to all Y9 students to support the guidance pathways process.
- Attendance at Y9 Parents' evening and Options Evening Event
- Careers Workshop activity with Year 7 and 8. An initial reflection on the knowledge of the world of work and the national labour market.
- Consultation with careers strategy and support with updating accreditation of Investors in Careers (accredited April 2017- 2020)
- 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



2018-19 – Changes by East Sussex in processing post 16 applications & Data collection for NEETs

This current engagement with students and stakeholders has had a significant impact as seen in the graph above. Additional funding through the CEC Hastings Opportunity Area Funding, detailed below, should also bring further improvement.

Hastings Opportunity Area Funding

As part of the HOA funding, the school has provided:

- Creative café events- bringing 10 employers at time to speak with pupils in a café style event over 2 hours.
- Stem Sussex events
- A Potential Diamond- working with our vulnerable students
- Work Experience for 45 students.
- Work place visits- Canary wharf trip to meet with employers and explore multinational finance sector.

Careers Strategy: The Hastings Academy

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.**

Partnership with Independent Careers Advisors – My Future Starts Here

The context:

The disruption caused by the Covid-19 global pandemic - now more than three years ago - continues to impact peoples' lives in unexpected ways. It has prompted a re-evaluation of what, after the pandemic, the future will offer. The need for vigilance is still a priority, and for the time being we remain in an unknown situation. 'Normal' activity should not be taken for granted, but we are gradually learning to adapt to change and to proceed with caution, supported by the increasing range of new treatments and emerging vaccines as they evolve.

In this unknown environment young people currently in education will need to expect, and respond to, an unprecedented amount of uncertainty. Until recently they would have anticipated planning a predictable progression route post-GCSE. Instead, they will now have to adapt to an unfamiliar situation. They will need continuing support to manage the challenge which they are likely to encounter as transitions become more difficult. The nature of work is changing, and many jobs have disappeared. Skills development and personal resilience will be essential as never before.

New Statutory Guidance was published in July 2021 and a new CDI Framework has been developed for use since the start of the 2021/22 year. The key feature of the Framework is that it has been broadened in its remit, offering wider relevance *“to create a lifelong all-age career management/development skills framework.”* It will be implemented in education settings, but it is no longer restricted to secondary schools and colleges, and has much wider application, including adults, to reflect the prevailing situation of a changing and complex jobs market.

Careers Strategy: The Hastings Academy

My Future Starts Here is a matrix-accredited independent careers company affiliated to the Career Development Institute (CDI). The team includes Level 6+ qualified guidance specialists who are on the CDI Professional Register, education professionals, and other specialists.

Students considering future study and career possibilities need access to varied, accurate and current information about the options open to them. Now more than ever the future of work presents constantly evolving challenges as well as opportunities. Students of all ages will need an informed understanding and good career management skills in order to navigate this environment confidently, successfully and with autonomy.

Gatsby Benchmark 8 concerns personal guidance from a professionally qualified adviser, stating that *“every pupil should have at least one such interview by the age of 16, and the opportunity for a further interview by the age of 18.”*

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	Luke Sadler
Date	July 2023
Head teacher Signature	Simon Addison
Date	July 2023

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2023



My Future Starts Here is a registered LLP No. OC367268