

Learning for Life at The Fitzroy Academy

Careers Strategy



The Fitzroy Academy Careers Strategy aims to provide our learners with a stable programme of careers activities and opportunities in order to develop lifelong learning skills.

The aim is for the strategy to equip learners with the skills they need to transition to the next stage of their development as members of society.

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The Gatsby Benchmarks

Benchmark 1

A stable careers programme

Benchmark 2

Learning from careers and labour market information

Benchmark 3

Addressing the needs of each pupil

Benchmark 4

Linking curriculum learning to careers

Benchmark 5

Encounters with employers and employees

Benchmark 6

Experiences of workplaces

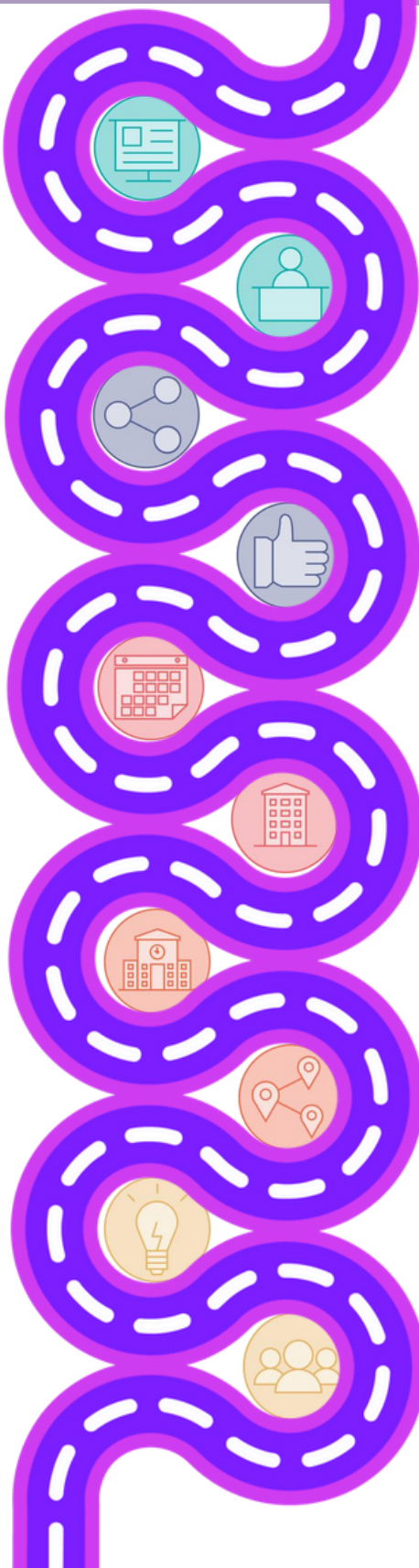
Benchmark 7

Encounters with further and higher education

Benchmark 8

Personal Guidance

Offering a broad and balanced curriculum that encompasses careers as Learning for Life





Learning for Life at The Fitzroy Academy

Information Advice & Guidance (IAG) Strategy



Gatsby Benchmark 1; A STABLE CAREERS PROGRAMME

At The Fitzroy Academy we are working towards this benchmark by;

- Embedding career development throughout the Learning for Life curriculum offer
- Where appropriate, delivering discrete sessions exploring key IAG aspects – Getting Myself Ready for Work (basic workplace Health and Safety) and Exploring the World of Work
- Offering Level 6 Career Advice workshops through the Learning for Life curriculum
- Exploring real life work experience environments to enhance the development of individual resilience and self-confidence
- Offering Continuing Professional Development (CPD) opportunities for key staff
- Using feedback from parents/carers and learners to support the annual review of the careers offer

Evidence;

- Information Advice & Guidance Overview
- Learner and staff information (posters)
- Links to external Information Advice & Guidance providers
- Learner Voice
- Parent/Carer survey

The Fitzroy Academy is working to achieve;

- An in-house Level 7 Careers Leader
- Provide more opportunities internally / externally for learners to experience realistic work experiences

Gatsby Benchmark 2;
LEARNING FROM LABOUR MARKET INFORMATION

At The Fitzroy Academy we are working towards this benchmark by;

- Being a registered member of the National Careers Service and receiving regular reviews of labour market information
- Offering Level 6 career advice that is reflective of national developments in relation to support networks and opportunities within learners' home areas
- Providing support to parents/carers through the Admissions and Transition processes, guiding them to access information, advice and guidance relevant for their young person
- Being a member of the Career Development Institute

Evidence;

- Admission process
- Curriculum offer
- Education, Health and Care Plan (EHCP)/Learning Support Plan (LSP) Outcomes
- Review minutes
- Individual Learning Plans
- Work experience opportunities
- Destination Data

The Fitzroy Academy is working to achieve;

- Appropriate work placements for learners with Special Educational Needs and Disability (SEND) with both national and local employers (this will be for those learners whom this is relevant and appropriate)

Gatsby Benchmark 3;
ADDRESSING THE NEEDS OF EVERY PUPIL

At The Fitzroy Academy we are working towards this benchmark by;

- Embedding career development throughout the curriculum offer - Learning for Life curriculum
- Where appropriate, delivering discrete sessions exploring key IAG aspects – Getting Myself Ready for Work (basic workplace Health and Safety) and Exploring the World of Work
- Offering Level 6 Career Advice workshops through the Lifelong Learning Curriculum
- Exploring real life work experience environments to enhance the development of individual resilience and self-confidence
- Offering Continuing Professional Development (CPD) opportunities for key staff
- Using feedback from parents/carers and learners to support the annual review of the careers offer

Evidence;

- Information Advice & Guidance Overview
- Learner and staff information (posters)
- Links to external Information Advice & Guidance providers Learner Voice
- Parent/ Carer survey
- MAP / Bsquared / Pathways to Independence assessments and evidence

The Fitzroy Academy is working to achieve;

- An in-house Level 7 Careers Leader
- Provide more opportunities internally / externally for learners to experience realistic work experiences

Gatsby Benchmark 4;
LINKING CURRICULUM LEARNING TO CAREERS

At The Fitzroy Academy we are working towards this benchmark by;

- Using current (predicted) destination data and learner aspirations to inform our curriculum offer
- Offering a broad and balanced curriculum that encompasses Careers as Learning for Life
- Delivering bespoke programmes that are reflective of individual needs with a strong discrete and embedded focus on essential skills
- Providing information that is reflective of a range of possible outcomes post The Fitzroy Academy – broadening future destinations
- Developing core skills at an individual rate, focusing on; E-Safety, Health & Safety, independence, teamwork, Equality & Diversity, raising aspirations, building resilience, budgeting and travel training

Evidence;

- Curriculum offer
- EHCP/LSP Outcomes
- Learner Evaluations
- Individual Learning Plans
- Skill based competitions
- Pastoral support
- Learner Voice
- MAP / Bsquared / Pathways to Independence assessments and evidence
- Destination Data

The Fitzroy Academy is working to achieve;

- To explore skill-showcasing opportunities – in house/ inclusive competitions



Gatsby Benchmark 5;
ENCOUNTERS WITH EMPLOYERS AND EMPLOYEES

At The Fitzroy Academy we are working towards this benchmark by;

- Accessing the local community to promote community inclusion and raise awareness, promoting active citizenship
- Accessing a varied range of internal and external work experience opportunities that are reflective of each cohort, destination data and learner aspirations

Evidence;

- Individual Learning Plans
- Review minutes
- Learner Evaluations
- Work experience offer

The Fitzroy Academy is working to achieve;

- Develop an increased bank of work experience placement opportunities
- Develop and implement Employer Engagement days, building meaningful connections with appropriate employers

Gatsby Benchmark 6;
EXPERIENCES OF WORKPLACES

At The Fitzroy Academy we are working towards this benchmark by;

- Offering work place visits and shadowing opportunities where appropriate
- Enabling learners to develop their own core skill set
- Providing bespoke support within work experience placements

Evidence;

- Individual Learning Plans
- Review minutes
- Learner Evaluations
- Work experience Offer

The Fitzroy Academy is working to achieve;

- A range of volunteering opportunities that directly link to our Learning for Life curriculum offer

Gatsby Benchmark 7;
ENCOUNTERS WITH FURTHER AND HIGHER EDUCATION

At The Fitzroy Academy we are working towards this benchmark by;

- Providing a range of Learning for Life experiences to develop essential skills
- Providing Extra Curriculum Activities – Forest School / John Muir Award
- Providing post-school information, advice and guidance to families and external agencies
- Organising transition visits to explore potential opportunities - meeting new care practitioners, further educational establishments or working environments

Evidence;

- Individual Learning Plans
- Information Advice & Guidance overview
- Bespoke curriculum resources
- Review minutes
- Transition process

The Fitzroy Academy is working to achieve;

- Clear visualisation of next step opportunities post The Fitzroy Academy

Gatsby Benchmark 8;
PERSONAL GUIDANCE

At The Fitzroy Academy we are working towards this benchmark by;

- Providing a Moving On module as part of the Personal, Social and Health Education offer
- Embracing an open door policy for learners to explore any post-school aspects with the Careers Leader

Evidence;

- Individual Learning Plans
- Information Advice & Guidance overview
- Personal, Social and Health Education overview
- Bespoke curriculum resources
- Review minutes
- Transition process

The Fitzroy Academy is working to achieve;

- Provide an in-house Level 7 trained Careers Leader
- Offer 1:1 sessions with a trained Careers Advisor (utilising the young persons circle of support)