

Jack Schollar – Oasis Academy Leesbrook - Action Plan - 2020-2021

Careers Leader



Careers Lead - Key Priorities 2020-2021

1. To provide learners with opportunities to engage with employers, colleges and universities. Helping students explore and realise their future aspirations.
2. To develop an ethos amongst staff that drives an outstanding careers programme, providing students with Careers and Labour Market information in the curriculum.
3. To provide each individual learner with appropriate guidance based on their own aspirations including the provision of impartial advice and guidance, ensuring all learners have had the opportunity for ICAG interviews by 16.

Priority 1: To provide learners with opportunities to engage with employers, colleges and universities. Helping students explore and realise their future aspirations.

Aim	Action	Evaluation	Timeframe	Resources	RAG
Pilot careers weeks with at least four subject areas to promote careers in their departments and engage students in activities with employers and HE.	Careers champions to be responsible for driving subject careers weeks within subject departments <ul style="list-style-type: none"> • Lessons to be linked to careers education • Activities to engage local employers and organisations • Enrichment opportunities – Trip/Drop down day (if appropriate) Initial launch meeting after leads have selected appropriate staff to inform them of their roles and responsibilities.	QA observation notes with SLT done as careers learning walk. 100% of subjects engaging in careers activities linked to subject when observed Student questionnaire – 80% enjoyment and report impact on future thinking Departmental/Employer/Student Questionnaire feedback. 100% report 4 or 5 on importance	Sept 20 – June 20	Time to meet staff SLT support to calendar all careers weeks for selected pilot subjects External support – GM higher, EDT, Manchester University, Careers and Enterprise company	

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	Develop action plans with leads and careers champions (dates, activities, support, external agencies)	question. Improvements reported will inform next years action plan. Yearly action plan completion			
Careers and Enterprise Company provide Leesbrook with an 'Enterprise Advisor' to help create links to employers.	Natalie Newton – Together Money (Mortgage Company) Meeting with Michaela and Natalie to discuss employer engagement. Audit current employer engagement and devise actions for Michaela and Natalie Plan a employer breakfast meet to engage as many employers as possible	Meeting minutes of planning Audit with action plan Engagement sign up with questionnaire on how much commitment (1-5). 50% to give 4 or 5 rating for commitment.	Sept 20 – May 20	Meeting time Audit information SLT backing to arrange breakfast meet Funding for breakfast meet	
Work with GM Higher provides students with opportunities to engage with employers and higher education. Engage 80% NCOP students from year 9 and 10 with events and activities.	Arrange meeting with GM higher to plan calendar for 2020-2021 year. Look at topics and SOW for departments to best fit current learning and experiences. Divise tracker to identify students interests and pathway them. Also tracks number and types of experiences.	Meeting minutes with action plan developed 100% of SOW for subject applicable to be developed Tracker completion and actions from this task. 70% of students have identified potential career	Aug 20- Sept 20	Meeting time with GM higher Data manager to devise tracker and input student information Leads to share SOW and identify what would work	
Barclays Lifeskills deliver three sessions for year 9 in line with maths for life sessions at the end of every day. Completed as drop down days and teachers deliver add on	Arrange meeting with talent foundry to access Barclays Life skills funding. Meeting with talent foundry and Maths Lead to identify learning and topics	Student and Barclays questionnaire on engagement and perceived success 100% engagement success from Barclays	Aug 20 Sept (Planning) Sept 20 – Feb 21 (Delivery)	Meeting time with all concerned Calendar times discussed at line management with head teacher	

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lessons. Barclays themes runs with learning in SOW	that can be delivered to ensure its fits with current learning Calendar in three drop down days with SLT	70% students score 4 or 5 for enjoyment. 70% students score 4 or 5 on impact of their future (relevance)			
One day work experience for 90% of year 10 cohort. Engaging at least 15 employers. Two encounters take place in March and July.	Use contacts the academy already has. Meet with Natalie and Michaela to develop further support. Evolve as trips with identified staff dropping in at some point in the day. Liaise with Andrew Hardman (Oasis NW technical manager) to ensure logistics. Meet with head teacher to discuss times, dates to ensure this doesn't collide with key learning/assessment.	100% of staff trained on evolve. 100% of staff allocated to do visit completed with work experience observation notes returned	Sept 20 – Nov 20 (planning) March 21-July 21 (delivery)	Line management meeting with head teacher Meeting with Andrew Hardman Meeting with Natalie and Michaela Time to contact current employers	

Priority 2: To develop an ethos amongst staff that drives an outstanding careers programme, providing students with Careers and Labour Market information in the curriculum.

Aim	Action	Evaluation	Timeframe	Resources	RAG
All staff have completed a Careers INSET around the importance of careers education and its place within their curriculum. Careers strategy to be shared whole school. 70% of staff show improved confidence of how careers can be implemented into the curriculum.	<p>Sept INSET 2020</p> <ul style="list-style-type: none"> Agreed SLT INSET slot Pre-discussion with leads to prepare documents for training <p>Focus</p> <ul style="list-style-type: none"> CPD Needs Audit SOW Audit of Careers and Employability Skills in the Curriculum Opportunities for careers in the curriculum developed in subject areas 	<p>70% of staff report improved confidence as a result of the training.</p> <p>70% of staff can give an example of how careers can be implemented into their curriculum area</p>	Sum 20 – Sept 20	<p>Time to plan INSET session</p> <p>Pre-reading documents for leads</p>	

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	<ul style="list-style-type: none"> Research to documented as a tool to start ethos and culture shift 				
Careers Champions identified from departments involved and all are clear and confident with their role and responsibilities	<ul style="list-style-type: none"> Launched in Sept INSET Champions identified by first Lead teacher meeting Termly meetings calendared in to report their work Responsible for action plans – developed by careers lead and curriculum lead 	100% attendance at first meeting and careers champion training	Sept 20 – Oct 20	<p>Time to meet with leads and discuss action plans.</p> <p>Time slot at curriculum leads – PJ</p> <p>Discuss calendar with headteacher and confirm with PA</p> <p>SLT to back as a non-negotiable for all departments</p>	
Careers embedded in SOW (visible) – One topic for each year group has direct links to careers and futures. LORIC Employability skills used in how students learn highlighted in 2 areas of SOW and made explicit in learning.	<p>Started to be developed in Sept INSET and carried on for submission on the last curriculum lead meeting of the HT.</p> <p>Careers champions to be responsible for driving subject careers weeks within subject departments to help embed careers in curriculum</p> <ul style="list-style-type: none"> Lessons to be linked to careers education Activities to engage local employers and organisations Enrichment opportunities – Trip/Drop down day (if appropriate) 	100% subjects involved have careers at least once in SOW at year 7, 8, 9, 10.	Sept 20 – Nov 20	<p>Planning of activities for INSET</p> <p>Time slot at curriculum leads – PJ</p> <p>Careers champion meetings planned</p> <p>Input from external agencies (GM Higher, Careers and enterprise company, Oldham sixth form college)</p>	
Maths department to deliver Labour Market information to year 10 students as part of statistics and data topic.	<p>Careers lead, Maths lead and Maths careers champion to plan series of lessons around LMI and the skills needed for statistics topic.</p> <p>Research LMI information and careers education lessons to support</p>	<p>QA delivery of labour market information.</p> <p>80% students could say what LMI is (Questionnaire)</p>	Sept 20 – May 20	<p>Meeting time for staff + Michaela Andrew</p> <p>Time to plan series of lessons and cross reference Maths learning</p>	

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	Careers and enterprise advisor (Michaela Andrew) to attend the meeting	80% students could give a LMI example linked to statistics in maths (Questionnaire)			
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Priority 3: To provide each individual learner with appropriate guidance based on their own aspirations including the provision of impartial advice and guidance, ensuring all learners have had the opportunity for ICAG interviews by 16.
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Aim	Action	Evaluation	Timeframe	Resources	RAG
Positive Steps appointed on a time basis to conduct careers guidance interviews (3.5 days)	Meeting with Kelly Baxendale from Positive Steps to discuss SLA. Discussion around logistics and feasibility of the work.	SLA completed by positive steps	Aug 20 – Sept 20 (planning)	Funding from careers budget Time to meet positive steps	
Positive Steps hold careers guidance interviews with the whole of year 10 cohort (82)	Identify current needs within year 10 and prioritise those students in need of this guidance to ensure disengagement of year 10 learning is limited. Look at data to assess attainment and ATL. Meet with the careers advisor and plan times when interviews will be conducted. Timings and structure of the days to be confirmed	70% of students seen report 4 or 5 on confidence of their future pathway 90% of students could give a potential career 100% of year 10 to be seen – interview records	Sept 20 – July 20	Timetabling of staff and times interviews can be completed. Data analysis from bromcom Time to plan with careers advisor	
Students in year 10 that are LAC, EHCP, YOS, EHE, Teenage Parents,	Identify current students within year 10 and prioritise those students in need of this guidance to ensure this is fulfilled.	100% of this group seen at least once	Sept 20 – July 20	Timetabling of staff and times interviews can be completed.	

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Young Carers seen an additional time as part Local Authority SLA	Meet with the careers advisor and plan times when interviews will be conducted. Timings and structure of the days to be confirmed			Data analysis from bromcom Time to plan with careers advisor	
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