



Champion EDUCATION TRUST

FLOURISHING FUTURES

(CAREERS EDUCATION, INFORMATION AND GUIDANCE POLICY)

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A family of Schools

LOTUS CAREERS VISION STATEMENT

As part of their education, we help all students explore their future education and career options, and offer them opportunities to develop their employability skills.

STUDENT ENTITLEMENT

All students in years 8-13 are entitled:

- To find out about technical education qualifications and apprenticeships opportunities, as part of a careers programme which provides information on the full range of education and training options available at each transition point;
- To hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships – through options events, assemblies and group discussions and taster events;
- To understand how to make applications for the full range of academic and technical courses.

MANAGEMENT OF PROVIDER ACCESS REQUESTS

Procedure

A provider wishing to request access should contact Steph Owen via SOwen815@lotusschool.co.uk

INTRODUCTION

At Lotus we believe that all our students are entitled to the very best education, including careers education and guidance, through a developed personalised curriculum, delivered by highly dedicated, experienced and qualified staff.

Lotus is committed to providing its students with a varied programme of Careers education and Guidance activities to equip and enable them to make informed decisions and choices at key transition points both during school and Post 16. It aims to help students develop, identify and add to their employability skills throughout their school life. Importantly it seeks to help students understand and be prepared for the ever changing and challenging work and career environment.

STATUTORY OBLIGATIONS FOR CAREERS WORK IN SCHOOL

From September 2012 the Education Act 2011 placed schools under a duty to secure access to independent and impartial Careers guidance for their pupils in years 9 to 11. The Careers Guidance in Schools Regulations 2013 extended the age range to include pupils in year 8 and in years 12 and 13 from September 2013. These changes supported information and advice from an earlier age, enabling better informed decisions at ages 13 and 14 and assisted with the raising of the participation age, requiring young people to participate in education or training up until the end of the academic year in which they turn 18. Careers education is assessed within the new Common Inspection Framework that Ofsted are implementing from September 2015 with key descriptors focusing on the provision in school of high quality impartial Careers guidance.

THIS GUIDANCE SHOULD

- enable learners to develop clear ambitious and realistic plans for the future;
- support preparation for their next stage, whether it will be education, training, self employment or employment;
- help pupils be informed about local and national skills

PROVIDER ACCESS

Any post 16 education or training provider, or employer wishing to engage with school should contact:

Miss Steph Owen, Deputy Headteacher/Careers Lead

SOwen815@lotusschool.co.uk

Our Flourishing Futures Careers programme is planned & delivered with close consideration with the eight Gatsby benchmarks: these are the benchmarks of good Careers Guidance. We track and record careers activity on software called a Compass Tracker+. This scores us against a national average.

Gatsby Benchmark	Description	How Lotus School supports this benchmark?
A stable careers programme	Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers, governors and employers.	Every student completes Careers tasks (Flourishing Futures) every Friday morning Clear programme shared with staff Website has clear links for Careers for parents Discussions with Governors based on Careers programme
Learning from career and labour market information	Every pupil, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.	Use of Start Profile regularly for students DHT developing knowledge of Careers to become a well informed advisor for both students & parents of Lotus Links made with local careers advisors

Addressing the needs of each pupil	Advice and support should be tailored to the needs of each pupil. Keeping good records of pupils and their destinations after school will help.	Clear & sensible advice will be given to all students, and regular support around future choices given to all DHT will keep clear records of destinations after Lotus (Not until 2024)
Linking curriculum learning to careers	Careers and enterprise education should be part of and included in a pupils standard lessons, linking curriculum to real-world careers paths.	New SOW/Mid term plans template have been devised to show links to Careers in all subject areas All teachers encouraged to highlight Careers during lessons where appropriate
Encounters with employers and employees	All pupils should have encounters with employers and employees that result in a better understanding of the workplace and the potential careers paths open to them.	Use of Start Profile to all students to listen to video's from employers & employees. Development of workplace visits, visits from employers into school to start once Covid restrictions have been lifted.
Experiences of workplaces	Its important for pupils to experience the workplace environment to understand the context in which they could one day be working.	Links started to be developed with local Freedom Church on Mereside – will have a café/shop which we hope students will be able to work in soon. Lotus has employed TA's with a range of workplace skills; plastering, mechanics, gardening, painting & decorating, and joinery – students are therefore given the opportunity out of class to develop & experience these areas. Lotus to consider work experience for KS4
Encounters with further and high education	Careers provision should cover further and higher education as well as potential professions. Pupils should have encounters with these	Task during Fridays Flourishing Futures sessions planned so students start to look at options at school for KS4, local college courses post 16, and Apprenticeships. Once we have students in Year 10 (Sept 2022) we will look to develop links with the local

	organisations whilst at school.	colleges – have guests into school, and organise trips to the colleges
Personal Guidance	Every pupil should have opportunities for guidance interviews with a career adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level.	Tasks in Flourishing Futures are based around skills ready for adulthood; Communication Skills – this being embedded from Yr6 ready for interview practice in Years 10 & 11

Useful links for students & parents:

<https://nationalcareersservice.direct.gov.uk/skills-health-check/your-assessments>

<https://www.careersadviceforparents.org/2015/01/choosing-gcse-subjects-essential-guide.html>

<https://www.startprofile.com/>

<https://www.gov.uk/topic/further-education-skills/apprenticeships>

<https://www.how2become.com>

<https://icould.com/>

<http://www.plotr.co.uk/>

<https://www.careersadviceforparents.org/>

<https://www.reed.co.uk/cvbuilder>

There is an extensive programme of Careers Education, Flourishing Futures, covering:

- Employability skills and preparation for work;
- Use of Careers software available;
- Enterprise activities;
- Understanding links between subjects and careers; preparation for work experience; introducing Higher Education, progression options post-16 which includes Sixth form; apprenticeships; Further Education;
- CV preparation and completing application forms (KS4)
- Visits by Employers to the school
- Visits to workshops, Careers related shows, Careers and Higher Education fairs and conferences for students to raise aspirations and their Careers knowledge and awareness.
- Work experience opportunities for Yr10 and Yr. 11 pupils who express an interest in doing so
- All of Year 11 to have a mock interview practice
- Access for all to Careers information resources, prospectuses and useful web sites

- Citizenship, volunteering and community project awareness.

Targeted supported for identified vulnerable students in Year 11 at risk of becoming NEET to discuss their post 16 options

SUMMARY OF PROVISION (2021/2022)

Years 6, 7, 8 & 9	Autumn Term
	Develop aspirations through 1PP/Class staff conversations Set up with Start Profile Use Start Profile to build a profile about themselves Introduce key skills for adulthood/Employability Consider Careers based on current interests Start to learn about what choices will need to made about their education and when

FURTHER CAREERS OPPORTUNITIES

For Students in Year 9:

- Talks from Local Colleges
- Focus on GCSE options & alternatives
- Broaden knowledge of job opportunities in Lancashire not just Blackpool
- Complete online courses for Careers: Young Enterprise Route to success, and Young Enterprise Employable me.

DEVELOPMENT POINTS FOR THE FUTURE WHEN LOTUS HAS STUDENTS IN KS4

Year 10:

- College talks
- Visits to Universities
- Work Experience Opportunities
- Develop Interview experience

Year 11:

- CV building
- Application Forms support
- Embed interview experience
- Employment fairs/visits to external workplaces

KEY SKILLS FOR ADULTHOOD: (TO BE EMBEDDED FROM YR6)

- Empathy
- Communication
- Time Management
- Independence
- Employability Skills
- Resilience

CAREER PROFESSIONAL DEVELOPMENT/QUALITY & EVALUATION

The Careers Lead, Miss Owen, attends regular Careers Network meetings across Blackpool, and Lancashire with fellow careers advisors to discuss areas relating to Careers & Enterprise. Miss Owen also works closely with her Inspira Enterprise Coordinator, ensuring that all resources available to Lotus is accessed, for the development and employability of the Lotus students in the future. Miss Owen will arrange for employers, further and higher education institutions, training providers and careers information services to visit students in school, and will arrange visits off site when required.

Miss Owen will meet with her line-manager, the Head teacher to discuss the careers programme regularly. A school Governor will be appointed as the link Governor for Careers and will have updates when required. Student voice will also give feedback which will help make any changes or improvements to the Flourishing Futures Careers programme. The CEIAG will be reviewed annually.

Development Priorities – Goals (Sept 2020- July 2022)

What are the main goals?	Led by?	Resources	By When	Success Criteria
Establish and embed the use of Compass+	SOW	Compass+	Initially Oct 2020	SOW has completed all 3 Complass + within timeframe showing progress towards the Gatsby Benchmarks
To build Aspirations and future dreams	All staff	One Page Profile. Pupils Views for AR. Key worker/ relationships with staff.	Dec 2020	All students will have an aspiration/dream for the future with relation to career.
To build Aspirations and future dreams through Flourishing Futures	Form Tutors & TA's	Flourishing Future tasks	Dec 2021	All students will complete tasks around aspirations
Clear classroom displays to support	Form Tutors & TA's	Student work	Dec 2021	Clear displays seen in every classroom

Careers, Aspirations, Employability skills		Key words		
Increase links in the curriculum to careers	All staff	Teacher support/ Lesson plans	Summer 2022	There is a clear reference made regularly to jobs/careers linked to the different topics within the curriculum
To develop Careers section on website – parental engagement	SOW/ Ryan Mallows	Careers section on website	Autumn term 2021	Clear Careers section on Website with update documentation
To embed Start Profile with all students	SOW/Class Teachers	Start Profile / Laptops & tablets	Autumn 2021	All students have been introduced to start profile, and then regular visits to the sight in school – all students to have developed a profile about themselves.
To develop Careers area in school	SOW	Careers zone in school	Easter 2022	SOW to source Prospectus's for Colleges & Universities, and any Careers information packs
Outside partnerships to hold sessions in school	SOW	Workshops or 1 to 1 sessions held in school	Summer 2022	Young Enterprises to complete 'Understanding Themselves' workshop in school. Education partnership to work with 15 (Max) SEND students.