

Holy Trinity Academy Careers Strategy



Member of staff responsible: Mrs A Welsh
 Named Governor: Mr M Anderson

Our aim is to fully prepare all students at Holy Trinity Academy for higher education and/or the world of work. The Gatsby Benchmarks are the main frame of reference to implement this. Links to IAG are embedded in subject lessons as well as impact days.

Gatsby benchmark	Explanation	HTA implementation
1.A stable careers programme	Every college should have an embedded programme of career education and guidance that is known and understood by learners, parents, teachers, employers and other agencies.	Plan published on the website. Named governor for IAG in place. Regular staff updates. Termly meetings with Business advisor.
2. Learning from career and labour market information	Every learner, and their parents (where appropriate), 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.	Future Focus careers advisor. Up to date information about the labour market to be shared via the website and studied during year 8 IAG impact day prior to making option choices. Year 9 World of Work day.
3. Addressing the needs of each pupil	Learners have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each learner. A college's careers programme should embed equality	1:1 support for the application process for vulnerable learners. Kudos website. Destinations information. Engagement with NCOP activities. Recording of individual activities.

	and diversity considerations throughout.	
4. Linking curriculum learning to careers	All subject staff should link curriculum learning with careers, even on courses which are not specifically occupation-led. For example, STEM subject staff should highlight the relevance of STEM subjects for a wide range of future career paths. Study programmes should also reflect the importance of maths and English as a key expectation from employers.	Lesson plans have been updated to focus on IAG. Regular staff updates. Professional visitors. Trips. Termly careers fortnight built into the calendar. Careers in the classroom built into the calendar and well resourced.
5. Encounters with employers and employees	Every learner should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities, including visiting speakers, mentoring and enterprise schemes, and should include learners' own part-time employment where it exists.	Invite to local employers. YE. NCOP activities. Year 9 World of Work day. Works experience. Gov IAG session in curriculum time.
6. Experiences of workplaces	Every learner should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.	Work experience in years 10 & 12.
7. Encounters with further and higher education	All learners should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes, and learning in schools, colleges, universities and in the workplace.	Apprenticeship assemblies. NCOP activities.
8. Personal guidance	Every learner should have opportunities for guidance interviews with a careers	1:1 careers interviews for all learners.

	<p>adviser, who could be internal (a member of college staff) or external, provided they are trained to an appropriate level.*3 These should be available for all learners whenever significant study or career choices are being made. They should be expected for all learners, but should be timed to meet individual needs.</p>	
--	---	--

Comments and suggestions on our careers strategy and annual programme are welcomed from pupils, parents, staff, alumni and employers. In particular, please contact us if you would like to participate in any of our planned activities, can offer work experience, a workplace visit, talk, workshop, interview practice, or other careers event to our pupils.