

The De Montfort School

**SCHOOL CAREERS
STRATEGY
AND
ACTION PLAN**

**SEPTEMBER 2020
to
AUGUST 2021**

The De Montfort School

**is an active member of the
Worcestershire Careers Hub
and supports the
development of
Worcestershire's Future
Workforce through the
Worcestershire
Enterprise Adviser Network**



THE DE MONTFORT SCHOOL

CAREERS STRATEGY

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THE DE MONTFORT SCHOOL CAREERS STRATEGY

Purpose and aims

The De Montfort School is fully committed to ensuring that all of our students acquire the skills, knowledge and attitudes to manage their learning and career progression.

The De Montfort School has already established a range of effective careers guidance activities which we hope will guide support our students to achieve positive destinations such as A 'levels, Higher Education, Apprenticeships, Technical routes or Employment.

This careers strategy sets out The De Montfort School key approaches internally and externally to enhance the current careers guidance activities and participation opportunities already available to our students. The aim is to ensure that students are fully prepared for and informed effectively about their next steps and can therefore aspire to achieve their full potential. We want to ensure that our students have both the aptitude and interpersonal skills to effectively communicate and add value within the workplace.

The school will collaborate throughout this strategy with a range of external agencies to help us ensure we will meet all of the mandatory requirements contained within the Department for Educations' new careers strategy. These partnerships will include working alongside The Careers and Enterprise Company (CEC), The Worcestershire Local Enterprise Partnership (WLEP), Worcestershire County Council (WCC), Further Education (FE) and Higher Education (HE) providers, Worcestershire Apprenticeships (WA) and a wide range of local employers.

High quality careers guidance is a crucial part of improving social mobility. Young people make choices based on what they know and what they think is available to them. If our young people are made fully aware of the career pathways and opportunities available to them, they will be more able to make informed choices about which qualifications and career pathways which will enable them to achieve their goals.

The strategy includes measures to further develop and improve the current provision on offer to students and will ensure that The De Montfort School will meet the requirement to meet the eight "Gatsby Benchmarks", set out within the Department for Educations' careers strategy by August 2020.

This strategy outlines our whole school approach to delivering careers guidance to all of our students throughout their journey through education. Careers activity will therefore take place across years 7 through to year 13 as part of the mandatory requirements set by Department for Education and contained within the Gatsby Benchmarks.

Background Information



The Careers and Enterprise Company was set up in 2015 to transform careers and enterprise provision in schools and colleges across England.

The Careers and Enterprise Company had an initial remit to improve employer engagement, through the creation of the Enterprise Adviser Network and support schools to increase the delivery of activities which would help them build long lasting employer relationships (Gatsby Benchmarks 5 and 6).

Worcestershire's Enterprise Adviser Network

The Worcestershire Local Enterprise Partnership (WLEP) and Worcestershire County Council, through their contract with the Careers and Enterprise Company, has been delivering the Worcestershire Enterprise Adviser Network (WEAN) since January 2017 and has placed business leaders within schools to support them with the facilitation of careers related activity and support their achievement of Benchmarks 5 and 6.

Worcestershire was one of the first LEP areas in England to be awarded a central contract with the Careers and Enterprise Company and has been seen as an influential area as the Enterprise Adviser networks were being developed across England.

The WLEP has been leading the way nationally regarding network performance since the delivery of this initiative began and was delighted to become the first LEP area in the country to secure 100% participation from their education establishments.

The WLEP was also instrumental in demonstrating the need for total inclusion. The WEAN was one of the first areas in the country to also ensure that ALL of our Special Schools and PRU's were allowed to participate within the initiative.

To date Worcestershire has recruited 70+ Enterprise Advisers and assigned each of them to schools participating within the initiative.

In September 2017, due to the success of the WEAN, the WLEP were given permission to develop and deliver a Middle School Pilot and work with 15 schools covering Wychavon, Redditch and Bromsgrove.

THE CAREERS & ENTERPRISE COMPANY

ENTERPRISE ADVISER NETWORK
WORCESTERSHIRE

The Careers Strategy

 Department for Education



**Careers strategy:
making the most of
everyone's skills and
talents**

December 2017

In December 2017 the governments Department for Education launched the latest version of their "Careers Strategy". This new strategy places the Careers and Enterprise Company at the heart of driving forward careers provision for young people. Their enhanced role is to act as a catalyst in the fragmented landscape of careers and enterprise, supporting programmes that work, filling gaps in provision and ensuring coverage across the entire country.

This new strategy adopted the Gatsby Benchmarks, which were originally developed by the Gatsby Foundation in 2014 by the Gatsby Charitable Foundation. These benchmarks were based on international research and helped identify best practice and guidance for education establishments in order for them to deliver high quality careers guidance to young people across England. These benchmarks have also formally been adopted by OFSTED and will now form part of their school inspection process.

The Eight Gatsby Benchmarks of Good Career Guidance are:

- 1) A stable careers programme
- 2) Learning from career and labour market information
- 3) Addressing the needs of each pupil
- 4) Linking curriculum learning to careers
- 5) Encounters with employers and employees
- 6) Experience of workplaces
- 7) Encounters with further higher education
- 8) Personal guidance

Careers Hubs

Since October 2015, the Gatsby Charitable Foundation, in partnership with the Careers and Enterprise Company, has also been running a Careers Hub pilot in the North East Local Enterprise Partnership area. This Careers Hub pilot was put in place to build on the support provided through the Enterprise Adviser Networks to achieve benchmarks 5 and 6 and support schools / colleges to achieve all eight of the Gatsby Benchmarks.

Following the conclusion of this pilot the Department for Education's Careers Strategy has requested that the Careers and Enterprise Company scale up this model by establishing 20 more Careers Hubs across the country, based on the North East Pilot model.

What is a Careers Hub?

A Careers Hub is a group of between 20 and 40 secondary schools / colleges / SEN Schools located in the same geographical area, working with universities, other education and training providers, employers and career guidance professionals to ensure that ALL the Gatsby Benchmarks are delivered in each school and college within the Hub and that careers outcomes are improved for all young people. Schools and colleges within the Hub should have a shared vision of how they will work together to improve outcomes for the young people in their area.

Worcestershire Careers Hub

In July 2018 the Worcestershire LEP, in partnership with Worcestershire County Council were successful in their bid for Worcestershire to be awarded "Careers Hub" status by the Careers and Enterprise Company.

The Worcestershire LEP will develop a careers Hub which will contain the maximum number of 40 educational establishments. The "Hub" delivery team will work with member schools to ensure not only are they meeting the mandatory requirements set out within the Department for Education's Careers Strategy, achieve all eight of the Gatsby Benchmarks but will ensure that Worcestershire students will receive an increased number of employer encounters and activities which will in turn prepare them for the world of work.

The delivery team will continue to build on the success of our showcase careers event the Worcestershire Skills Show, support the promotion of the apprenticeship agenda working with our partner Worcestershire Apprenticeships, and ensure that ALL schools provide students with the opportunity to meet with FE / HE providers and universities to ensure they can continue to make informed choices about which educational and vocational pathways are open to them.

Work will also continue to expand the range of information available to students, parents, employers and teachers through the "Skills4Worcestershire" careers signposting website.



Strategic Careers Leader

As set out within the Department for Education's Careers Strategy The De Montfort School is required to have a designated member of our Senior Leadership Team named as our school's Strategic Careers Lead.

The Strategic Careers Lead will have the responsibility to make sure that we as a school meet our mandatory requirements and work towards achieving all eight of the Gatsby Benchmarks by August 2020.

Fiona Lovecy has agreed to undertake this role.

Fiona Lovecy will provide both the Head Teacher and the board of governors with regular updates on our progress and will work closely with the Worcestershire LEP delivery team, our assigned Enterprise Adviser and local employers to ensure we deliver this strategy.

Our Careers Team

Fiona Lovecy will lead our team which will include the following staff members:

Suzy Harris
Sue Hensley
Anna Gwinnett

Our Enterprise Adviser

Through the Worcestershire LEPs Enterprise Adviser Network The De Montfort School are delighted to have been assigned our own designated enterprise adviser.

Mike Gee, will be supporting our careers team to assist us to facilitate careers related activity which will help us achieve Gatsby Benchmarks 5 and 6.

May we introduce our assigned Enterprise Advisers

Mike Gee Director DMG Associates Ltd



Following many years of operational experience leading business transformation programmes across several Industrial sectors, Mike now splits his time between short term performance improvement projects and voluntary work within the education sector; including governance at a local first school and mentoring engineering graduates in addition to his Enterprise Advisor responsibilities. Mike is passionate about improving skills and employee motivation as the key to performance improvement and having personally benefited from an apprenticeship is keen to ensure that all students from an early age have the opportunity to experience a wide range of businesses and training opportunities to help realise their full potential. Since joining the Careers and Enterprise programme in March 2017, Mike has developed a positive working relationship with the senior leadership team at his nominated school, The De Montfort in Evesham and has supported career development initiatives including assembly talks, mock interviews and a very successful speed dating session.

Allison Neal HR Business Partner Wychavon Council



My whole career to date has involved working with people and I am passionate about it! I have been fortunate to gain experience across a range of sectors including retail, manufacturing and hotels and I currently work as a HR Business Partner for two Local Authorities - Wychavon and Malvern Hills District Councils. I also had an opportunity a few years ago to work as a HR Adviser to a number of local businesses across Worcestershire and Gloucestershire so my experience is broad.

In the early part of my career I spent time as a Schools Liaison Officer - promoting careers for graduates and facilitating work placements for under graduates and GCSE / A Level students - and it is this work that led to an ongoing interest in supporting young people. My skills include preparing students for the world of work, providing coaching opportunities for self-development and working collaboratively to share knowledge and experience of the corporate world.

I decided to become an Enterprise Adviser in 2019 so that I could 'give something back' as a volunteer in my local community. I am enjoying working with the team at The De Montfort School - it is a mutually beneficial working relationship and a very fulfilling role.

Current Position at The De Montfort School

Students are currently receiving the following careers related support or participating within the activities listed below during their journey through school:

Year 6

PHSE lessons include: Employability skills, Enterprise, Economic and Business Environment, Personal Finance Choices, Promotion of various Virtual Careers Information/Opportunities.

Year 7

PHSE lessons include: Employability skills, Enterprise, Economic and Business Environment, Personal Finance Choices, Promotion of Virtual Careers Information/Opportunities.

Year 8

PHSE lessons include: Employability skills, Enterprise, Economic and Business Environment, Personal Finance Choices, Options Evening, Promotion of Virtual Careers Information/Opportunities.

Year 9

PHSE lessons include: Employability skills, Enterprise, Economic and Business Environment, Personal Finance Choices, Promotion of Promotion of Virtual Careers Information/Opportunities.

Year 10

Promotion of Virtual Careers Information/Opportunities during Tutor time, Work experience, Careers interviews, Worcestershire Apprenticeship Service Presentation, various Mentoring opportunities.

Year 11

Promotion of Promotion of Virtual Careers Information/Opportunities during Tutor time, Work Preparation Skills session, College Presentations/Tours, Sixth Form Open Evening, Careers interviews, Parents Information Evening, Elevate Programme. Worcestershire Apprenticeship Service Presentation.

Year 12

Student Finance Presentation, National Citizenship Presentation, UCAS Presentation, various University Virtual Videos/Opportunities. Worcestershire Apprenticeship Service Presentation. Parents Information Evening, Sixth Form Interviews, University of Worcestershire Presentation.

Year 13

Mock interviews workshop, Student Finance Presentation, Parents Information Evening, University of Worcestershire Presentation, Worcestershire Apprenticeship

Service Presentation, various University Virtual Videos/Opportunities, Careers interviews.

Teaching staff contribute to the delivery of careers guidance through:

Careers input via PHSE lessons, production of personal statements, awareness raising /information about University Open Days and Careers Events, support with work experience placements. Awareness raising of events/info to pupils. Sorting out referrals when pupils need additional one to one careers support. Coordination with the Enterprise Adviser for specific employer activities.

Local Employers contribute to the delivery of careers guidance through:

By providing work experience, offering work place visits, attendance at assemblies / careers fairs, provision of job/apprenticeship opportunities, support with mock interviews.

Parents contribute to the delivery of careers guidance through:

Support to arrange work experience, attendance at Parents Information Evening.

Our Objectives for 2020 to 2021

1. A Stable Careers Programme

- To ensure the careers programme is delivered by individuals with the right skills and experience. The school will, wherever possible, use qualified careers professionals to offer advice and guidance to all or the overwhelming majority of students.
- To enable students to have an understanding of the full range of opportunities available to them, the skills that are valued within the workplace and to have first-hand experience of a work environment.
- To develop and publish a careers programme that will raise the aspirations of all students regardless of academic ability and is tailored to meet their individual needs wherever possible.
- Ensure our Careers Strategy is fully supported by the Senior Leaderships team within schools and is approved by the board of governors
- To ensure there is a clear focus on the activities which support enterprise, employability skills, workplace experiences and qualifications which employers' value.
- Regularly evaluate our careers strategy to determine the impact of our careers related activity based on the feedback provided to us by students, teachers, employers and where appropriate parents.
- To maintain high quality careers provision endorsed by the Careers and Enterprise Company and to review the improvement of our programme by using the Compass evaluation and Tracker tools.

2. Learning from Career and Labour Market Information

- To encourage and increase the use of online careers tools and packages across all year groups. Working with our own careers team, key partners, stakeholders, local and national professional bodies.
- To utilise and then support the development of labour market information to ensure staff and students are informed in their decisions and the advice being given. Work with the Worcestershire LEP and the Careers and Enterprise Company to help establish key priority areas which need to be developed.
- To promote the values of labour market information to parents /carers (where appropriate) to access and understand this information. To investigate careers and opportunities in learning, work ad apprenticeships and how these meet the local and national priorities.

3. Addressing the Needs of the Pupil

- To develop mechanisms to report, track and monitor compliance in relation to the Careers Strategy objectives.
- To develop accurate tracking systems to ensure students are able to keep track of their own journey, record and access the advice they have received and monitor the agreed actions and next steps.
- Ensure that a programme of activity takes place which raises the aspirations of all students and challenges stereotypical thinking in terms of equality and gender.
- To ensure that students with particular vulnerabilities and those who are at risk are appropriately supported and identified through close working relationships with the full range of educational and support agencies.
- To ensure that careers guidance for learners with special educational needs and disabilities (SEND) is differentiated, where appropriate, and based on high aspirations and a personalised approach. Careers guidance for learners with SEND should be based on the students own aspirations, abilities and needs.

4. Linking Curriculum Learning to Careers

- To ensure that subject teachers across the whole school support the delivery of careers education and guidance and are able to link the content of curriculum with careers, even in lessons which are not specifically occupation led. Subject specialist staff can be powerful role models to attract students towards their field and the careers that flow from it.
- To integrate national initiatives and project opportunities within the curriculum to enhance that range of careers related activity taking place within school. E.g. Young Enterprise, Code Clubs.
- To ensure that careers related activity are built in throughout the school year and not just towards the end of any given topic / subject being delivered.
- Specific focus will initially be placed on linking curriculum to careers in English, Maths, Sciences and PHSE lessons.

5. Encounters with Employers and Employees

- To ensure that students receive at least ONE meaningful encounter with an employer during every year they are at school.
- Increase the number of activities which are conducted within school with the support of local employers.
- To ensure that students have the opportunity to improve employability skills and their understanding of and awareness of entrepreneurship
- To enable learners to gain the confidence to compete in the labour market by providing opportunities to gain the practical know-how and attributes that are relevant to gaining employment.
- Create mechanisms where parents and alumni can express their interest to actively support employer related activity taking place within the school.
- The school will also encourage students and parents to attend careers events such as the Worcestershire Skills Show and the Worcestershire Apprenticeship show.

6. Experiences of the Workplace

- To ensure that students receive at least ONE meaningful experience of the workplace by the end of year 11.
- To ensure that students receive at least ONE further meaningful experience of the workplace during years 12 and 13.
- To increase the number of employer interactions which will take place to enable students to gain more of an understanding of the wide range of employment opportunities available within specific industry sectors based in Worcestershire.
- To strengthen our links with local employers and support our Enterprise Adviser to facilitate careers related activity within school

7. Encounters with Further and Higher Education

- Ensure all / overwhelming majority of students receives at least ONE meaningful encounter with Sixth Form Colleges and FE Colleges.
- Ensure all / overwhelming majority of students has been provided with information about the full range of apprenticeships including higher level apprenticeships through the Worcestershire Apprenticeships activity offer.
- Ensure all / overwhelming majority of students have experienced meaningful encounters with universities.

8. Personal Guidance

- Ensure all / overwhelming majority of students have had an interview with a professional and impartial careers adviser by the end of year 11
- Ensure all / overwhelming majority of students has had at least TWO interviews with a professional careers adviser by the end of year 13.

Promotion of Careers related activities

The De Montfort School will encourage the promotion of ALL careers related activity which takes place within the school through the creation of case studies and will share this activity through our school Twitter account and other social media channels.

This careers strategy document along with any case studies documents that are created will be placed on the schools website. These will also be shared with the Worcestershire LEP to be used to promote best practice across ALL careers hub member schools.

This promotion will enable us, and our partner organisations, to be able to capture the evidence we are required to provide both OFSTED and the Careers and Enterprise Company and demonstrate that the activity taking place within our school meets the requirements set out within the Department of Education's Careers strategy.

The De Montfort School Careers Plan

Red no longer happening

Amber pending

Green already happened

Timetable of planned careers related activity				
Autumn Term 2020				
Year Group	Activity Description	Date	Benchmark	RAG Status
7/8/9	Various careers sessions as part of PHSE	Sept onwards	4	G
All	Update/Review Careers Strategy distribute to students, parents, employers, governors	Oct/Nov	1	G
11/13	Careers Adviser - Guidance Interviews	7 th Sept-onwards	2,8	G
12	Parents Information Evening	10 th Sept	1	G

11	Parents information Evening	17 th Sept	1	G
13	Parents Information Evening	24 th Sept	1	G
6/7/8/9	Malvern Festival of Innovation, Virtual	5 th Oct/10 th Oct	2	G
10/11/13	WCG Leamington Virtual Talk	6 TH Oct 4pm	7	G
10/11/13	WCG Leamington Virtual Talk	13 th October	7	G
	TDMS Virtual Open Evening	15 th October	1	G
10/11/13	Heart of Worcestershire College launch of virtual talk details on website	19 th Oct	7	G
10/11/13	Heart of Worcestershire College Virtual Tour plus Q&A	20 th Oct 5.30pm- 7pm Zoom input	7	G
10/11/13	WCG Evesham College Virtual Tour	21 ST Oct 4pm	7	G
10/11/13	Heart of Worcestershire College Virtual Tour plus Q&A	22nd Oct 5.30pm- 7pm Zoom input	7	G
10/11/13	Worcestershire Sixth Form College Virtual Tour	22 nd Oct 5pm- 8pm Book via event brite	7	G
11	TDMS Sixth Form Prospectus On line –promote	4 th Nov	7	G

g	Worcestershire Sixth Form College Virtual Tour	10 th Nov 5pm- 8pm Book via event brite	7	G
7/8/9/10/11	Distribute Virtual Careers Video Info to Heads of Year	Nov onwards	2/3/5	G
10/11/13	Royal Leamington College	10 th Nov	7	G
10/11/13	Warwick Trident College	12 th Nov	7	G
9	Parents Evening	12 th Nov	1	G
10/11/13	Stratford College Virtual Presentation plus Q&A	13 th Nov 6- 6.45pm and/or 7- 7.45pm	7	G
10/11/13	Royal Leamington College	14 th Nov 10am 11am 12 and 1pm	7	G
10/11/13	Moreton Morrell College	16 th Nov 5.30- 8pm	7	G
10/11/13	Rugby College	17 th Nov 5.30- 8pm	7	G
10/11/13	Evesham College	19 th Nov 5.30- 8pm	7	G
10/11/13	Pershore College	24 th Nov 5.30 - 8pm	7	G

8	Parents Evening	3 rd Dec	1	G
7/8/9/ 10/11	Resilience Presentation Enterprise Adviser	Dec/Jan/ Feb	3,4,5	A
Timetable of planned careers related activity				
Spring Term 2021				
Year Group	Activity Description	Date	Benchmark	RAG Status
10/11	Mentoring Support via Enterprise Advisers etc.	Jan onwards	3,5	A
10/11/ 12/13	Apprenticeship Update via Apprenticeship Service, Career Pilot & Worcestershire Skills	Jan onwards	7	A
8	Employer Career Talks	Ongoing	2,4,5,6	A
11	Careers Guidance Interviews	Ongoing	8	A
13	Mock interviews, job applications	Tbc	5	A
11	TDM Sixth Form Open Evening	14 th Jan	7	A
10/11	Moreton Morrell College Tour	16 th Jan One hour tour between 10-1pm	7	A
10/11	Heart of Worcester Open Evening-promote	20 th Jan 5.00-8pm	7	A
8	Options Evening	21 st Jan		

	Pershore College	23 rd Jan One hour tour between 10-12	7	A
11	TDMS Sixth Form Taster Sessions- promote	3 th Feb	7	
10/11	Worcestershire Skills Show – Year Group TBC		2,5,6	A
12/13	TDMS Parents evening	4 th March		
8	Big Bang TBC		2,4,5,6	A
8-13	Heart of Worcester College TBC	20 th March 11am- 2pm	7	A
12	Sixth Form Interviews	26 th March	7	A

Timetable of planned careers related activity				
Summer Term 2021				
Awaiting update due to Covid				
Year Group	Activity Description	Date	Covering Benchmark	RAG Status
8-13	Heart of Worcester	6 th May 5.30-8	7	A
10/11	Worcestershire Sixth Form College	7 th May 4.30-6.30	7	A
12	Work experience	8 th June	6	A
6/7	Carousel event /Careers day TBC	Tbc		
12	NEC UCAS Fayre	23/24 th June	7	A
9/10	Industry visit days	Tbc	5,6	A

10	Work experience	6 TH July	6	A
12/13	Higher Education & Professional Open Event	8 th July	7	A
6-10	Enrichment Days	14 TH 15 th July	4	A

Useful websites

Careers websites

www.careerpilot.org.uk

Features:

Check out this excellent website which provides careers information and tools for 11-19 year olds all in one place.

Plot www.plotr.co.uk

Features:

Discover and explore exciting careers and different worlds of work.

Play the Game to discover careers that match your personality, interests and skills.

Explore careers matched to you and find out what you might be good at. Also check out the hints and tips from employers.

icould www.icould.com

Features:

You will find real stories to inspire your career, get a first-hand view of jobs and ideas for your future.

Take the Buzz Quiz personality test to discover your strengths.

Search and watch videos to find links between school subjects and careers or to find out what it would be like if you are interested in a particular area of work.

Also provides advice about important life events such as options choices and employment after school.

Careersbox www.careersbox.co.uk

Features:

Careersbox is a free online library of careers related film, news and information. A wide range of case study films show real people doing real jobs, which provides an insight into careers across all sectors.

www.nationalcareersservice.direct.gov.uk

Features:

Find your dream job or search for a job you are interested in.

Discover information about hours of work, starting salaries, what would the work be like, entry requirements and qualities needed.

Get advice about writing CV's, completing application forms etc.

<http://www.skills4worcestershire.co.uk/>

Features:

This website will provide you with careers opportunities and training opportunities available in Worcestershire. Find out about trends in the labour market e.g. which sectors are growing and shrinking. Get help with applications and CV's and explore local apprenticeship opportunities. The link for local apprenticeships is listed below.

Apprenticeships

https://worcsapprenticeships.org.uk/wtpa_vacancy/

This link gives details of local apprenticeships in Worcestershire. Sign up for alerts.

www.findanapprenticeship.gov.uk

This website gives details of apprenticeships throughout the UK. Sign up for alerts.

How can I find more information or ask for help?

Students can request a careers interview by contacting Mrs Gwinnett via email agwinnett@tdms.worcs.sch.uk or by asking your tutor.

The Careers Section of the school website has links to helpful websites and resources.

Students and parents can also check the social media channels, Twitter and Facebook for key dates of careers events.

Information about careers events/activities will also be emailed to all students in the relevant years.

