



GREENWOOD ACADEMIES TRUST

Careers Policy 2020 – 21

This policy relates to



Document owner	Laura Ives
Created	April 2021
Review Date	April 2022

Medeshamstede Careers and Employability Strategy aims to provide our pupils, with a stable programme of careers activities and opportunities in order to develop employability skills. The aim is for the strategy to provide a bridge via which pupils move not only to further education, vocational training or employment, but to the next stage of their development as members of society. Lifelong learning is a key concept for all pupils at Medeshamstede Academy and this includes providing opportunities to develop key employability, enterprise skills and core competencies which are highly valued by employers, colleges, universities and apprenticeship providers.

Using the Gatsby Benchmarks for Good Career Guidance, Medeshamstede Academy aims for pupils to engage in meaningful activities, which are relevant to the **local labour market** current job opportunities.

Careers education, information advice and guidance provides a bridge via which pupils move not only to further education, vocational training or employment, but to the next stage of their development as members of society.

Medeshamstede will provide opportunities to develop key employability and enterprise skills which are highly valued by employers, colleges, universities and apprenticeship providers. By engaging parents and the local community our aim is for every child to fulfil their potential and be inspired to achieve a successful future. It is with this objective that our Careers programme has been developed, alongside reference to the recommended eight Gatsby benchmarks.

Our commitment is to provide memorable, meaningful and enjoyable interactions with employers.

We ensure that all pupils will have opportunities to:

- Have access to up to date careers and labour market information to help inform study/career decisions
- Encourage parents and carers to use the information to inform them of next steps. This could be into apprenticeships, College or Higher Education as well as a future career
- Ensure that careers and employability is embedded and taught in the curriculum, along with life skills to equip pupils for the workplace
- Engage and participate in meaningful encounters with employers
- Have meaningful experiences of a workplace visit
- Participate in an interview with a professional and impartial careers adviser
- Ensure that staff and pupils keep records of all employer encounters
- Have had meaningful encounters with sixth form and further education colleges
- Collect and maintain data of each pupil on their destinations for three years after they leave Medeshamstede Academy

Medeshamstede Academy will measure the impact of the careers programme by:

1. How do pupils feel about their work related visit or work experience?
 - Evaluation of trips/work related experiences feedback form
 - Observing participant reactions to activities/placements that they are involved in.
2. Increase in pupils' knowledge and skills regarding the core competencies that employers look for in employees.
 - Formal and informal assessments of knowledge and skills before and after their work related experiences

3. How far are pupils applying their learning, from employability lessons, and is this resulting in personal change?
 - Observation and interview/questioning of students over time perhaps including tracking them into college/apprenticeship/post Medeshamstede life.
4. How far the employability curriculum impacts on Medeshamstede and pupils
 - Examples include qualitative measures of output e.g. successful OFSTED inspection,
 - Compass or CEIAG quality award assessment. Students gaining meaningful employment or enrolling on further education courses

If you have any further enquires about Careers at Medeshamstede Academy please contact: Mrs Laura Ives: careers@medeshamstedeacademy.org Tel: 01733 821403.

This policy will be annually reviewed.