



## Careers and Enterprise Plan

### Thorns Collegiate Academy

***“It's about young people finding purpose discovering what matters to them, their place in the world, the point of studying and getting up in the morning. Sometimes people think careers is just information about options and planning for the future. It's so much more it can give you hope, meaning, purpose self-esteem and the ability to navigate the challenges of life.” Liane Hambly***

The information in this document provides an overview of the opportunities students at Thorns receive.

<b>Gatsby 8 Benchmarks for Careers Excellence</b>
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. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

### Whole School Strategies

<b>Activity</b>	<b>Details</b>	<b>Impact</b>	<b>Gatsby Benchmark</b>
<b>Displays</b>	Subjects have careers-based displays presented around the academy.	This can inspire students to think about where the subject can take them, opportunities and skills they will need.	2, 4
<b>National Careers Week</b>	This week is celebrated in the academy by: <ul style="list-style-type: none"> <li>• Highlighting careers to students.</li> <li>• Pathways teachers have taken</li> <li>• Challenges set up around school</li> <li>• Careers hub activities.</li> </ul>	This week celebrates the opportunities for young people to have discussions with their teachers, peers and families and friends about their careers and interests.	1, 2, 4, 5, 7

<b>Student council</b>	Student council feedback on what has worked well during the year and what would be more helpful in careers delivery moving forwards.	This information helps to plan the the development of the careers programme, and making sure they are part of the development process.	1, 3
<b>Careers office</b>	The careers office is located within the main building there are resources for careers across the academy. This is also where 1:1 personal guidance takes place with a qualified careers advisor.	Connexions is contracted to offer specialist 1:1 career advice, providing them with impartial advice to support in their career aspirations.	3, 8
<b>Parental Engagement</b>	Engagement takes place via a career's newsletter, school website, Twitter, and letters. Family forum meet annually to discuss careers programme.	Increased parental awareness of careers support in making decisions about options, future destinations, and opportunities in the academy.	3, 8

<b>Alumni</b>	We keep in touch with our ex-students and they will engage with activities to support and inspire our students.	Students feel inspired and also feel they belong to a network, well after high school.	5, 7
<b>Careers Champions</b>	Subject specific staff are representatives for careers and champion careers in their area.	Awareness of good careers practice has grown among the staff body and students are able to discuss subject specific careers with individual members of staff.	2, 4, 8
<b>Focus Days</b>	Every year group with experience the opportunity to develop careers and enterprise skills working in collaboration with external speakers and partners.	Students are provided opportunities to learn about business, FE and HE and external agencies.	1, 4, 5

**Year 7**

<b>Activity</b>	<b>Date</b>	<b>Impact</b>	<b>Gatsby Benchmark</b>
<b>Assembly</b>	Spring term	Students will have the opportunity to listen to guest speakers from different career backgrounds. This broadens students contact with a range of employers.	3, 6
<b>Curriculum</b>	All year	Students will explore careers as its is embedded in L4L themes.	1, 2, 3, 4
<b>Focus day</b>	Autumn term	Tyre challenge students work in teams to develop a business idea to transform rubber waste into a new product.	1, 3, 5, 6

**Year 8**

<b>Activity</b>	<b>Date</b>	<b>Impact</b>	<b>Gatsby Benchmark</b>
<b>Assembly</b>	Spin term	Students will have the opportunity to listen to guest speakers from different career backgrounds. This broadens students contact with a range of employers.	3, 6
<b>Curriculum</b>	Spring Term	Many key principles are embedded in L4L themes.	1, 2, 3, 4
<b>Focus day</b>	Spring term	A collapsed day-based a around a dragon's den style challenge, on entrepreneurship and Business Studies where students work in teams to create a product. They each take on individual roles and deliver a pitch about	1, 3, 5, 6

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		their product. Competing to win a prize at the end of the day.	
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**Year 9**

<b>Activity</b>	<b>Date</b>	<b>Impact</b>	<b>Gatsby Benchmark</b>
<b>Assembly</b>	Spring term	Students will have the opportunity to listen to guest speakers from different career backgrounds. This broadens students' contact with a range of employers.	3, 6
<b>Careers Lessons</b>	Spring term	Students will look at ambitions, bucket lists, determination, overcoming barriers, 21 <sup>st</sup> century skills, career planning, first opportunities in employment, job interviews, professionalism and first impressions through a series of personal development lessons. This will be followed by support to select GCSE options.	1, 2, 3
<b>Focus Day</b>	Spring term	Students to learn about various careers and they will work with Department for work and pensions and some other local companies and post 16 providers to see what opportunities are available to them.	1, 3, 5, 6

**Year 10**

<b>Activity</b>	<b>Date</b>	<b>Impact</b>	<b>Gatsby Benchmark</b>
<b>Assembly</b>	Spring term	Students will have the opportunity to listen to guest speakers from different career backgrounds. This broadens students contact with a range of employers.	3, 6
<b>Focus Day</b>	Autumn term	Students work with local post 16 providers to skill up on communication skills, also linking to PD finance unit on wage slips. CV writing, target setting.	2, 3, 4,
<b>Careers lessons</b>	Spring Term	A careers and employability skills scheme of work which develops an awareness of career opportunities, interview skills, application writing skills and building, LMI and mcuh more.	2, 3, 4, 5



## Year 11

Activity	Date	Impact	Gatsby Benchmark
Focus Day	Autumn	A day full of working with external organizations. Students engage in mock interviews, writing CVs with DWP, learn about opportunities in the NHS, post 16 training providers discuss what is available, ASK apprenticeships provide how to access different qualifications which is then followed by a Careers fairs.	2, 3, 5, 7
Assembly	November	Students will have the opportunity to listen to guest speakers from different career backgrounds. This broadens students contact with a range of employers.	3, 6
Teams	Throughout the year	Students are updated with upcoming opportunities from post 16 providers, open days and courses and jobs.	1, 2, 3, 8