



HARRY WATTS ACADEMY

SUPPORT AND SUCCESS TOGETHER

Careers Policy 2020-2021

Policy reviewed and adopted by Local Governing Body	June 2020
Review frequency	Annual
Date of next review	June 2021
Responsible Officer	Headteacher

Harry Watts Academy is part of Prosper Learning Trust, a Multi Academy Trust where they aim to enable pupils to reach their potential and prepare them for adult life both educationally and emotionally.

Harry Watts Academy is a specialist free Academy for children and young people between the ages of 5-16. At Harry Watts Academy, we provide specialist education and care for children and young people with communication difficulties (autistic spectrum conditions, Asperger's Syndrome, speech, language and communications needs) and complex learning needs. Children and young people come to Harry Watts Academy where they have been allocated places through the Sunderland City Council's SEND allocation processes.

Learners come to Harry Watts Academy from across the City of Sunderland however due to the specialist needs of our students, they may leave us for destinations far and wide. We do however, work in partnership with City of Sunderland College post 16 transition pathways. We educate learners who are particularly vulnerable and at greater risk of disengaging from learning and work and, therefore, becoming NEET (Not in Education, Employment and Training).

A career is an individual's journey through learning, work and life. We are fully committed to the aim of supporting all our learners to achieve their full potential and successfully navigate through their career, whilst at Harry Watts Academy, through transition and into adult life. This policy states how we will place Good Career Guidance at the heart of all we do so that we can ensure the best career and transition outcomes for every Harry Watts learner.

Good Career Guidance is defined within the statutory guidance for schools, most recently revised in October 2018 (<https://www.gov.uk/government/publications/careers-guidance-provision-for-young-people-in-schools>).

The statutory guidance has adopted the Gatsby Charitable Foundation's Benchmarks as the framework for developing and improving career guidance in schools. This policy places on record Harry Watts Academy's commitment to proactively working towards the following 8 benchmarks;

- 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 The Workplace
- 7) Encounters with Further and Higher Education
- 8) Personal Guidance

The Gatsby Foundation, Careers and Enterprise Company, Disability Rights UK and other partners recently released a joint statement adopting the benchmarks without further adaptation for SEND (<https://www.gatsby.org.uk/uploads/education/send-joint-statement.pdf>).

The SEND Gatsby Benchmark Toolkit provides practical information and guidance about how schools might implement each benchmark (https://www.careersandenterprise.co.uk/sites/default/files/uploaded/the_send_gatsby_benchmark_toolkit_v2.pdf).

Commitment

Harry Watts Academy's career education, information, advice and guidance (CEIAG) provision will be benchmarked through the *Compass* baseline tool. *Compass* is the self-evaluation tool developed by the Careers and Enterprise Company for the purpose of working towards the achievement of all 8 'Gatsby Benchmarks'.

Our ambition is to fully meet the benchmarks by the end of academic year 2019/20.

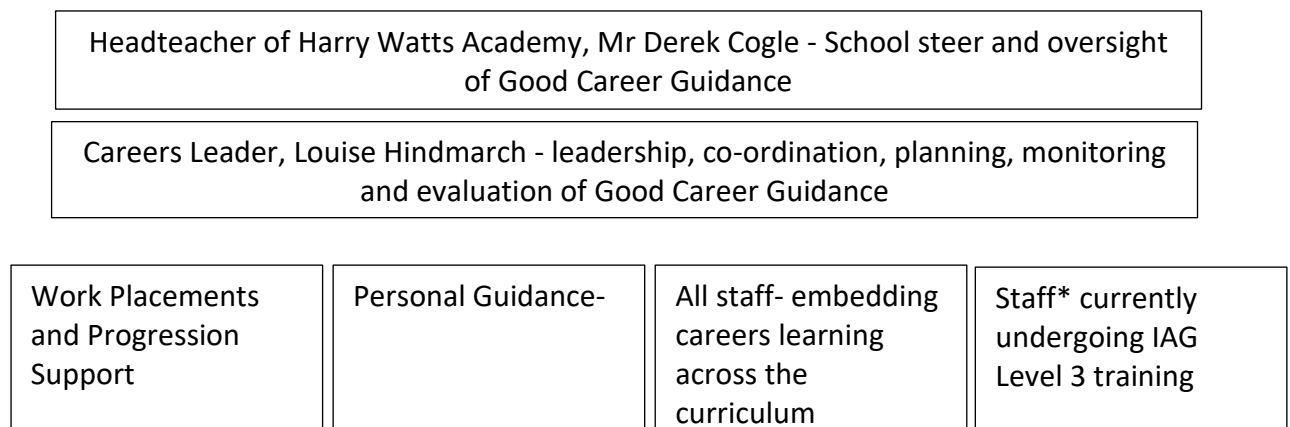
Louise Hindmarch (Deputy Head Teacher) will fulfil the role of Careers Leader and has overall responsibility to ensure that Good Career Guidance is delivered, monitored and evaluated.

A revised careers programme will be published on the school website.

Ultimately, we are committed to provide a Good Career Guidance programme to better inform the individual's Education, Health and Care Plan (EHCP) and ensure that the most appropriate provision is secured to enable the learner to reach their full career potential.

All students across the school will be able to access independent careers advice and guidance from our personal guidance advisor. In the Primary phase, this will be on an informal group basis, discussing aspirations and the future. In KS3 this will start to become more formal discussing options and accessing individual advice and guidance. In KS4, students will have regular access to individual careers advice and guidance sessions linked to post 16 options. In order to fully support all students with career opportunities, we support staff with undergoing the IAG Level 2 qualification. A year plan is available which indicates all careers activity planned across the academic year.

Structure and Responsibilities



**staff members TBC*

Further support is provided from the North East LEP.

Monitoring and Evaluation

The Compass tool initially will be used to evaluate our careers programme against the Gatesby benchmarks in September 2020.

Progress towards each of the Benchmarks

	Harry Watts Academy Sept 2020	National average
Benchmark 1 "A stable careers programme"		6%
Benchmark 2 "Learning from career & labour market information"		32%
Benchmark 3 "Addressing the needs of each pupil"		13%
Benchmark 4 "Linking curriculum learning to careers"		26%
Benchmark 5 "Encounters with employers and employees"		38%
Benchmark 6 "Experiences of workplaces"		37%
Benchmark 7 "Encounters with further and higher education"		13%
Benchmark 8 "Personal Guidance"		50%

A further evaluation will take place in September 2021.

Contact Details

If you would like to speak to our Careers leader, please contact the Academy directly, admin@harrywattsacademy.co.uk or call 0191 229 6020.