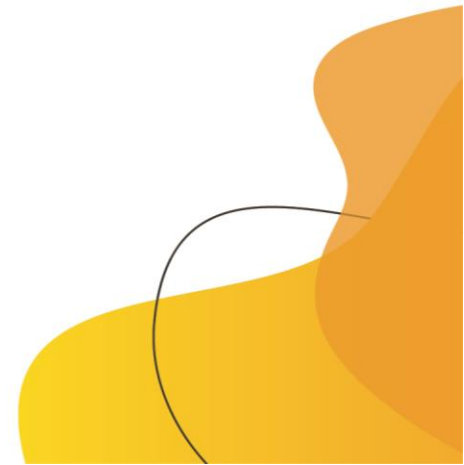




**Careers and Enterprise Plan  
Shireland Collegiate Academy  
2024-25**

***“Careers should be transformational to the lives of young people.  
At Shireland Collegiate Academy careers will provide a platform for motivation,  
for students to aim higher, achieve more and reach their aspirations.”***

The information in this document provides an outline of the school’s taught provision and an overview of the opportunity’s students at Shireland Collegiate Academy receive.

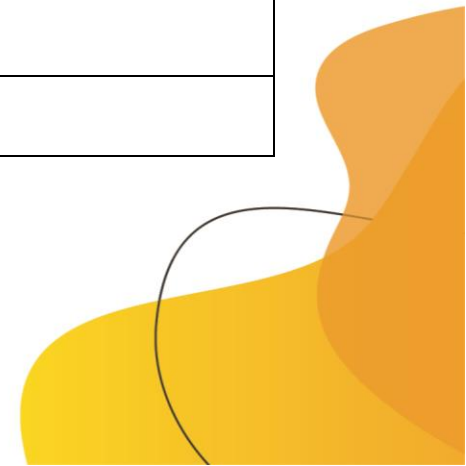




Gatsby 8 Benchmarks for Careers Excellence
1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

**Whole School Strategies**

Activity	Details	Impact	Gatsby Benchmark
<b>Displays</b>	Careers based displays are presented in all areas of the academy promoting subject specific options. Sixth form displays show information including the UCAS process, university open days, and alternative destinations.	Encourages students to begin to think about their future and careers, this also increases an awareness of career priorities to staff and students. Informs students of the application process for UCAS.	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 through subject departments.</li> <li>• Careers hub activities.</li> <li>• Guest speakers for aspiring careers.</li> </ul>	This week celebrates the opportunities for young people aspiring to different careers. It provides an opportunity for external partners to engage with school.	1, 2, 4, 5, 7
<b>Student council</b>	The academy holds regular sessions with the student council. Students are	This information helps to plan the strategic development of the careers	1, 3





	surveyed via Microsoft Forms to establish career pathways, trends, and changes.	department including analysing students' needs and wants to ensure they gain the best experiences available to them.	
<b>Careers Hub</b>	The careers hub is located within the 6 <sup>th</sup> form building and provides the resourcing 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 to all young people at Shireland, providing them with the necessary impartial advice to support in their career aspirations.	3, 8
<b>Parental Engagement</b>	Engagement takes place via a career's newsletter, meetings, school website, Twitter, and Facebook.	Increased parental awareness of careers support in making decisions about options, future destinations, and opportunities in the academy.	3, 8
<b>Careers Champions</b>	Subject specific staff have received additional careers training to support the develop of careers with departmental areas and provide a link for students outside of the career's hub.	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 afforded the opportunity to work closely with business, partners, and external agencies to develop skills and learn about the wider aspect of careers.	1, 4, 5



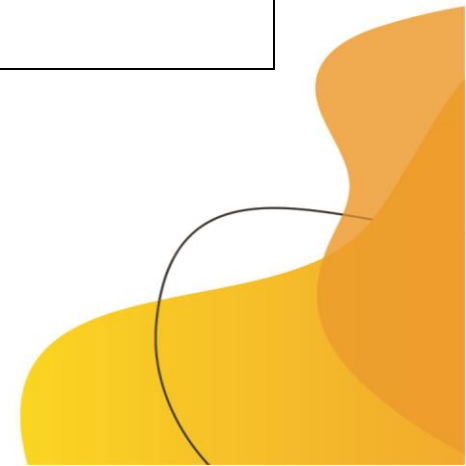


**Year 7**

Activity	Date	Impact	Gatsby Benchmark
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
Careers Lessons	Spring Term	Students will explore careers, employability, and enterprise education. They will learn about the world of work and identify career management skills.	1, 2, 3, 4
Focus Day	April	Social enterprise challenge. Students learn about how to create a business and are challenged to turn £20 into profit. This profit is then donated to charity. Students learn about career roles within industry. Supported by Grant Thornton.	1, 3, 5, 6
Army Careers	March	The army come in and work with students to complete team building exercise and promote Army careers.	4, 5, 6

**Year 8**

Activity	Date	Impact	Gatsby Benchmark
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
Careers Lessons	Spring Term	Students will develop careers, employability, and enterprise education. They will learn about the world of work developing their understanding of the workplace and explore further career management skills.	1, 2, 3, 4

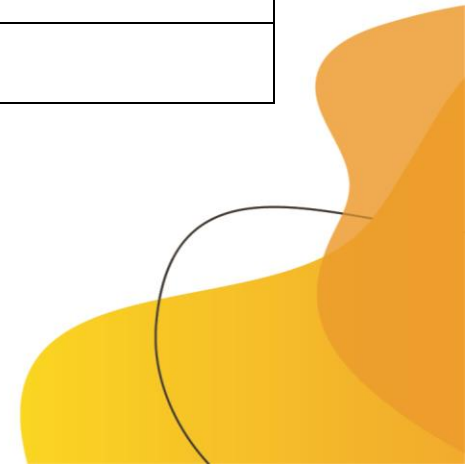




<b>Focus Day</b>	January	The tyre challenge, students have to developed a business idea to transform rubber waste into a new product.	1, 3, 5, 6
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**Year 9**

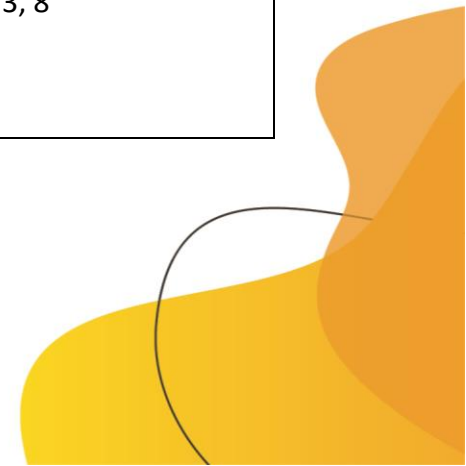
<b>Activity</b>	<b>Date</b>	<b>Impact</b>	<b>Gatsby Benchmark</b>
<b>Assembly</b>	November	Students will have the opportunity to listen to guest speakers from different career backgrounds. This broadens students contact with a range of employers.	3, 6
<b>Careers Lessons</b>	Autumn Term	Students will evaluate careers and employability opportunities. They will evaluate options from the world of work developing their understanding of the workplace. They will progress through a series of skills lessons to help them choose the most suitable GCSE options.	1, 2, 3
<b>Focus Day</b>	December	The National Enterprise Challenge. Students work in teams to develop a social enterprise project based on their communities or school. They compete in a school-based competition, with the winning team heading to the NEC to compete in the national competition.	1, 2, 4, 5, 6
<b>Independent Careers Advice</b>	Spring Term	All year 9 students are provided with a group based impartial career advice session. The session provides increased aspirations and opportunity to discuss options.	1, 2, 3, 8
<b>PwC</b>	Autumn Term	Combined trip to PwC for students interested in areas of technology and business.	5, 6





**Year 10**

Activity	Date	Impact	Gatsby Benchmark
<b>Assembly</b>	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
<b>Focus Day</b>	March	Industry experience day. Two sectors: Engineering and Medical. Students split into groups and experience a carousel of career activities based on the two sectors. Supported by: Highways England, Mott MacDonald, Balfour Beatty, Lynch, Skanska, and Avantor Health.	2, 3, 4, 5, 7
<b>Work experience</b>	Summer Term	Students will all have the opportunity to experience work within different sectors working with employer partnerships.	3, 5, 6,
<b>Hub Site</b>	Throughout the year	Students are provided access to careers guidance and information, students can book support sessions, access CV templates and application letters. Students can apply for opportunities advertised by partners outside of the school usual provision.	1, 2, 3, 8
<b>Careers Toolkit</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 a CV.	2, 3, 4, 5
<b>Independent Careers Advice</b>	Spring Term	All year 10 students are provided with a group based impartial career advice session. The session provides increased aspirations and opportunity to discuss options.	1, 2, 3, 8





<b>Employer Encounters</b>	Spring Term	Working with a range of employers we organise trips for students to explore different types of industry.	5, 6
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**Year 11**

<b>Activity</b>	<b>Date</b>	<b>Impact</b>	<b>Gatsby Benchmark</b>
<b>Focus Day</b>	November	One Job Challenge – Mock Recruitment Process: students work on CV, Interview Skills and Employability skills, Access to HE and Financial Skills. Supported by: Yorkshire Building Society, BCU, UoB, Halesowen College and Matt Franks.	2, 3, 5, 7
<b>Assembly</b>	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
<b>Hub Site</b>	Throughout the year	Students are provided access to careers guidance and information, students can book support sessions, access CV templates and application letters. Students can apply for opportunities advertised by partners outside of the school usual provision.	1, 2, 3, 8
<b>Sixth Form Open Evening</b>	Autumn Term	Students and parents can access high quality information relating to Sixth Form study at Shireland including subject specific talks and LMI.	3, 4, 7
<b>Careers advice and guidance</b>	Autumn Term	1 to 1 careers advice and guidance creating detailed careers action plans for students.	1, 2, 8





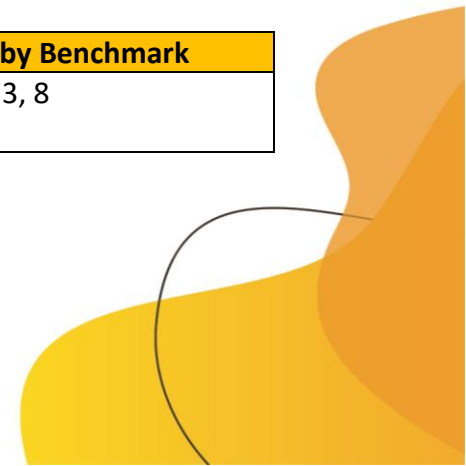
<b>Careers Toolkit</b>	Spring Term	A careers and employability skills scheme of work which develops an awareness of career opportunities, interview skills, application writing skills and building a CV.	2, 3, 4, 5
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**Year 12**

Activity	Date	Impact	Gatsby Benchmark
<b>Hub Site</b>	Throughout the year	Students are provided access to careers guidance and information, students can book support sessions, access CV templates and application letters. Students can apply for opportunities advertised by partners outside of the school usual provision.	1, 2, 3, 8
<b>Futures Sessions</b>	Throughout the year	A series of lessons exploring future options, preparing for life after schools and becoming successful young adults.	1, 2, 3, 4
<b>Focus Day</b>	January	Exploring Pathways & Range of Careers in Various Sectors. Supported by: ASK (apprenticeship Support & Knowledge), Aston University, Life Skills, Army Elite Skills, City and Sandwell Hospital.	2, 3, 5, 7
<b>World Skills UK Live</b>	November	Students visit the NEC to explore apprenticeships and technical education, this event is being run online in 2021.	5, 6

**Year 13**

Activity	Date	Impact	Gatsby Benchmark
<b>Hub Site</b>	Throughout the year	Students are provided access to careers guidance and information, students can book support sessions,	1, 2, 3, 8







		access CV templates and application letters. Students can apply for opportunities advertised by partners outside of the school usual provision.	
<b>Personal Statement Writing Day</b>	September	10 presenters from industry, along with UCAS, west midlands universities and a motivational speaker work with the students on their personal statements.	3, 7, 8
<b>Futures Sessions - Guest Lectures</b>	Throughout the year	A series of talks from motivational speakers within sectors of the world of work deliver sessions to motivate and inspire students.	5, 7
<b>Careers advice and guidance</b>	Autumn Term	1 to 1 careers advise and guidance creating detailed careers action plans for students.	1, 2, 8

