



Annual Careers Plan

Cumbria Education Trust

Primary Education

2020-22



1. Introduction

There has never been a time when careers guidance has been as important for young people as it is today. The landscape of education, training and employment opportunities that students need to navigate is more complex and more challenging than that faced by previous generations. The raising of the age for participating in learning means that young people face a wider range of choices of courses and places to study. To help prepare our pupils this careers plan sets out how Cumbria Education Trust intends to provide their careers programme which will provide our students with the knowledge, inspiration and ability to take ownership of their own career action plans which will enable them to succeed in their chosen career paths in future years.

The plan is based on the DfE document “Careers Guidance and Inspiration in Schools” dated March 2015. The main outcomes of the plan (over the coming years) is to achieve the 8 recommendations of the Gatsby report “Good Career Guidance” dated 2014.

Careers education does not just mean informing students about their options after school but also how their school career will affect their futures. We aim to ensure that all pupils receive independent, impartial advice and guidance regarding all options after they leave the school system and which careers pathways will become available to them. By helping students with decisions at crucial stages, informing them of all their options and introducing them to the world of work, we aim to prepare them for life after school whichever path they choose.

2. Document Purpose

The document outlines the CET Careers Plan for September 2020 – July 2022. The document will be reviewed before the commencement of the next academic year and revised accordingly.

3. Careers Service Goals

Our Careers Service Goals set out the key areas where we will focus our efforts this year. These are the things that we have identified as being the most important to help prepare our students for their next steps after leaving school.

Goal	Description	Link to Gatsby's Recommendations		Target Date	Success Criteria	Completed Date
Produce a number of careers engagements for parents and carers.	We will consult with parents, carers and pupils about the careers provision we offer in school.	1. A stable careers programme	1.2. The careers programme should be published on the schools' website in a way that enables pupils, parents, teachers and employers to understand the schools offer in this area	July 2022	Regular careers news email received by parents via regular newsletter.	
Measure the impact and gather feedback on careers provisions.	Measure the impact of careers education by gathering feedback from key stakeholders on the usefulness and effectiveness of our provision	1. A stable careers programme	1.3. The programme should be regularly evaluated with feedback from pupils, parents, teachers and employers as part of the evaluation process.	July 2022	Feedback forms completed by pupils after events and activities. Completion of annual survey for students, parents and teachers. Regular agenda items on Student Council.	
Provide a broad range of careers information.	We will provide broad information sources for students to use which will help them choose and develop their career plans.	2. Learning from career and labour market information	By Year 6 all pupils should have accessed and used information about future career paths and be aware of the local labour market to inform their own decisions on study options.	July 2022	All students have access to the careers page on school webpage and an online IAG platform via guest speakers, assemblies, trips and visits and across the curriculum.	
To provide our Young People with an introduction to the skills and behaviours needed to become Young Professionals	We will support all our pupils to learn key employability skills and challenge stereotypes.	3. Addressing the needs of each pupil	3.1. A school's careers programme should actively seek to challenge stereotypical thinking and raise aspiration.	July 2022	All year groups attend targeted aspirational careers events see Activities and Events Calendar.	
Every student to be provided with a careers action plan.	Through our school-wide integrated careers approach we will ensure that every student is supported and inspired to develop their own careers action plan and that this is used as a key stimulus for their learning.	3. Addressing the needs of each pupil	3.2. Schools should keep systematic records of the individual advice given to each pupil, and subsequent agreed decisions.	July 2022	School Database	
			3.3. All pupils should have access to these records to support their career development.			
			3.4. Schools should collect and maintain			

			accurate data for each pupil on their education, training or employment destinations after they leave school.			
Integrate Career readiness into School curriculum.	We will ensure that we take every opportunity to integrate career readiness into the School curriculum.	4. Linking curriculum learning to careers	4.1. By end of Year 6, every pupil should have had the opportunity to learn how the different subjects link to a wide range of careers.	July 2022	Guest Speakers, Trips and Visits, Curriculum and assemblies rota,	
Utilise existing networks to contact local Business contacts.	We will work closely with local businesses, local enterprise partnerships and other organisations to build partnerships which will benefit our students, communities and society as a whole.	5. Encounters with employers and employees	5.1 Every year, from the age Year 6, pupils should participate in at least one meaningful encounter with an employer	July 2022	Use CET Careers Collaborative network for contacts. When on a school visit pupils can prepare careers related questions to ask	
Work Experience	We will provide support to give every pupil some experience of the world of work	6. Experience of workplaces	6.1 By end of Year 6, every pupil should have had at least one experience of what it is like in a workplace	July 2022	School Speakers, Assemblies, Trips and Visits	
Every student will be given the opportunity to meet/ visit 6th forms, colleges, apprenticeship providers and Universities	We will provide all students with the opportunity to visit or work with at least one University.	7. Encounters with further and higher education	7.1 By the end of Year 6 every pupil should have had a meaningful encounter with providers of the full range of learning opportunities, including 6th forms, colleges, and apprenticeship providers. This should include the opportunity to meet both staff and pupils.	July 2022	Links with local FE/HE providers to come into school during National Careers Week for a fun project to introduce FE/HE and a small graduation or visit to watch the graduation.	
Experience of an interview	We will provide personal development lessons to all Pupils	8. Personal Guidance	8.1. Every pupil should have at least one such interview by the end of Year 6	July 2022	All pupils will have an aspirations meeting with their class teacher to track future career aspirations	

4. Activities and Events

At three key points in the year 2020/2021 we will take part in CET Careers Activities:

Global Enterprise Week 16-22nd November 2020

National Careers Week 1st - 6th March 2021

My Money week 7th – 11th June 2021

Careers Information

Information and self-help material are available on the student careers page on the VLE. The resources will be updated regularly and students will be able to request additional resources, which we are happy to investigate. Students will be encouraged to use the webpage and will be provided with guidance on the use of the resources during assemblies.

Resource	Description
https://nationalcareersservice.direct.gov.uk/	Provide information, advice and guidance to help you make decisions on learning, training and work
www.icould.com	Features films of real people talking about their careers and the route they took
www.careersbox.co.uk	Free online library of careers related films, news and information
http://ncfe.org.uk	Information about careers and qualifications you need
www.successatschool.org	Lots of information about careers sectors, information and advice
www.plotr.co.uk	For 11-25 year olds with articles and expert advice, plus employer profiles
www.healthcareers.nhs.uk	Lots of information, advice and guidance on careers in the NHS
www.parentalguidance.org.uk	Careers information and advice for parents and carers
www.goconstruct.org	Information about careers in the construction industry
www.barclayslifeskills.com	To learn about life skills, interview skills, application and CV writing
https://www.inspira.org.uk	Information about the Labour market in Cumbria, what support is available
https://www.gov.uk/	Link to Job Centre Plus and National Careers Website

5. Roles and Responsibilities

To maintain and run an effective Careers Service several groups and individuals within the School are identified along with their roles and responsibilities in order to provide support and guidance to the service.

Drive Team responsibilities

- Ensure there is a named member of the Staff who has primary responsibility for Careers Guidance.
- Ensure the School meets and exceeds the statutory careers requirements.