

## Trinity Academy Cathedral Strategic Objectives

Please note that Year 1 is the period 2022-2023, Year 2 is 2023-2024

**Strategic Objective #1: Continue to raise the profile of careers across the academy and ensure all adults are engaged to support careers in school**

Contributing to Gatsby Benchmarks 1, 2, 3, 4, 7, 8

Targets for SO1

Year 1	<ol style="list-style-type: none"><li>1. Identify a <b>Careers Champion</b> in each curriculum area</li><li>2. Careers related <b>display</b> in all curriculum areas</li><li>3. Curriculum <b>SOW</b> references career links and careers are regularly signposted within lessons</li><li>4. Keep <b>governors</b> up to date in regard to both the strategy and statutory guidance</li><li>5. Up to date careers section on <b>school website</b></li><li>6. Ensure all students benefit from the <b>“Experiences for All”</b> careers activities</li></ol>
Year 2	<ol style="list-style-type: none"><li>7. Students and parents demonstrate raised awareness of Trinity Cathedral Academy careers education including post-16 options &amp; employment opportunities</li></ol>

Actions for SO1

Year 1	<ol style="list-style-type: none"><li>1. Careers Champions to complete <b>audit of each curriculum</b> areas SOW and activities with external providers</li><li>2. Careers boards created and maintained</li><li>3. <b>“THINK Careers” logo</b> is used on all teaching resources &amp; careers materials. Mapping documents identify termly careers.</li><li>4. Regularly communicate with <b>link Governor</b> for careers to update on current programme</li><li>4. Termly careers updates through <b>Principal’s report</b> to Governors</li><li>5. Improve &amp; maintain careers information on <b>school website</b></li><li>6. Arrange whole year group experiences e.g. Year 9 University visits, Y10 mock interviews &amp; Y11 college assemblies and personal guidance</li></ol>
Year 2	<ol style="list-style-type: none"><li>7. Termly careers <b>newsletter</b>, twitter &amp; website updated to be shared with staff, students &amp; parents</li><li>7. <b>Student voice</b> to demonstrate extent of careers discussion</li></ol>

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### **Strategic Objective #2: Continue to create an environment which enables students to have aspirational but appropriate careers goals and are able to seek out information on these goals**

Contributing to Gatsby Benchmark's 1, 2, 3, 4, 5, 6, 7, 8

#### Targets for SO2

Year 1	<ol style="list-style-type: none"> <li>1. Improve data recording methods of</li> <li>2. Create programme to specifically target and support students who are identified as having the potential to become NEET</li> <li>3. Improve quality of apprenticeship information</li> <li>4. Improve understanding of destination data</li> </ol> <p>Establish assembly rota, in addition to collective worship which allows termly careers related speakers</p>
Year 2	<p>Work to increase percentage of students in sustained education, employment or apprenticeships</p> <p>Evaluate &amp; improve assembly provision following year 1</p>
	<p>Careers Adviser runs drop in session as well as taking formal appointments</p> <p>Careers embedded in SOW in all departments and across all key stages</p>

#### Actions for SO2

Year 1	<p>Careers &amp; post-16 COBRA meeting with careers advisor, phase leader, careers leader, pastoral team representative</p> <p>Speak to Prospects to understand how and when destination data is gathered</p>
Year 2	<p>Careers Adviser successfully completes training</p> <p>Set up a physical space to use as a careers area &amp; Year 7 students to be introduced to this space during a form time rotation</p> <p>Recruit careers champions in all departments</p> <p>Share and model best practice from year 1 of careers champions programme</p> <p>Ensure careers guidance is of a standard to enable students to make appropriate choices in regard to courses post 16 to improve sustained destinations</p> <p>Purchase of START Profile to allow students to establish their own strengths and interests</p> <p>Termly Careers COBRA meetings to discuss key groups of students eg. PP, risk of NEET, those with no post-16 plan</p>
	<p>Set up a virtual careers area for students &amp; parents to access</p> <p>Careers Adviser to work with Achievement Leaders to create a programme to create an aspiration raising programme for students identified as being at risk of not achieving a sustained destination post 16</p> <p>SOW &amp; curriculum mapping documents identify where careers can be discussed and careers included</p>

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### Strategic Objective #3: To achieve the Quality in Careers Standard award

Contributing to Gatsby Benchmark's – 1, 2, 3, 4, 5, 6, 7

#### Targets for SO3

Year 1	<ol style="list-style-type: none"> <li>1. Complete self-evaluation form for Quality in Careers Standard award</li> <li>2. Successful assessment day for QiCS</li> <li>3. Improve monitoring &amp; tracking of all career activities</li> <li>4. To achieve 100% against all GB in the Compass benchmark tool</li> </ol> <p>Build portfolio of contacts and calendar of events to allow development of core &amp; enhanced careers programs across all year groups Continue to develop the relationship between the Academy and our Enterprise Advisor Science, English &amp; Maths career champions to arrange a minimum of 3 workplace visits and 3 employer talks across the year</p>
Year 2	<p>To continue to monitor ourselves against the QiCS objectives and begin to prepare for re-assessment after 3 years.</p> <p>All students to experience at least two employer encounters, per year, through assemblies Develop Year 10 Apprenticeship programme for suitable students Increase the range of post-16 providers that the Academy engages with</p>
	To have developed all the relationships required to ensure the Academy is meeting the Gatsby Benchmarks related to external engagement

#### Actions for SO3

Year 1	<ol style="list-style-type: none"> <li>1. Regularly meet with C&amp;K Careers for support in completing the award</li> <li>1. Gather and submit evidence into sharepoint folders</li> <li>2. To engage with students/staff/parents in preparation for QiCS assessment day</li> <li>3. Develop a tracking system, possibly Compass+?</li> <li>4. Termly completion of Compass benchmark tool</li> <li>4. Assess compass results and action any areas for improvement</li> </ol>
Year 2	Students to participate in EA workshops, attend National Apprenticeship show and visit workplaces which offer apprenticeships