



DSL V

Nurture | Aspire | Achieve

An E-ACT academy

Careers Education, Information, Advice and Guidance Statement

Careers Lead – Mrs Nic Hart



1 - Aims and Learning objectives of CEIAG at DSLV:

The Careers Department at DSLV aims to support all students to make informed career choices by providing impartial Careers Education, Information, Advice and Guidance (CEIAG) for all students from our Primary Sector through to Year 13. DSLV students have access to the full range of education and training options available.

The Careers Team encourages students to go “Above and Beyond ” by giving them the opportunities and resources to identify their own personal skills, qualities, raise their aspirations and go onto fulfil their potential.

2 - Student Entitlement of CEIAG at DSLV:

Self Development

Students should be able to understand themselves and the influences on them

Career Exploration

Students should be able to investigate opportunities in learning and in the world of work.

Career Management

Students should be able to make and adjust career plans to manage change and transition.

Learning Outcomes

Self Development

Students should be able:

- To assess their achievements, qualities and skills
- To present this information appropriately
- To use this information for personal development
- To set career and learning targets
- To recognise and deal accordingly with influences on their attitude, values and behaviour in relation to work.

Career Exploration

Students should be able:

- To understand the nature of work and people attitude towards it.
- To use a variety of different sources of careers education resources
- To use work experience to improve their chances of making a positive informed decision
- To understand Labour Market Information

Career Management

Students should be able:

- To use decision making techniques
- To understand and use different sources of help
- To make informed and appropriate choices in Yr8, Yr11 and 6th form.
- To understand the relevance of employability skills

3 - DSLV CEIAG Plan (2018/19):

Curriculum Plan for Careers

Primary Sector:

- An array of visitors and visits are organised to grow pupils' awareness of the world of work and the diversity of careers available.

Year 7:

- Two business led/supported Learning Challenges as part of the Character Education Programme working on Enthusiasm, Communication, Teamwork and Leadership.
- Two business contacts enhancing the delivery of the curriculum.
- Tutor Group Activity on 'My Future Career'
- Pupil Premium Students have Careers Interview with Careers Lead
- Life and Society module 'School to Career' to include Understanding Enterprise, Creativity and Ideas, Money Skills, Workplace Expectations.

Year 8:

- Research Project on 'The Perfect Job for Me!'
- Verbal Presentation to fellow students and an adult on the above project.
- Creation of Records of Achievement
- One business led/supported Learning Challenge 'Dragon's Den' as part of the Character Education Programme working on Enthusiasm, Communication, Teamwork and Leadership.
- Two business contacts enhancing the delivery of the curriculum.
- Life and Society module 'World of Work' to include Problem Solving, Understanding Work Behaviour and Skills, Exploring Industry, Pathways, Personal Strengths and Building Confidence and Communication.

Year 9

- Mock Interviews on their updated Records of Achievement and their Career Plan led by the Sixth Form.
- Two business contacts enhancing the delivery of the curriculum.
- Higher Education Trip for High Attainers to Raise Aspirations. Pupil Premium students fast-tracked to this trip.
- Twilight Leadership course led by local business and the academy for those students who excelled on the Character Education Award in Year 8.
- Two business contacts enhancing the delivery of the curriculum.
- Careers Fair at DSLV
- Life and Society module 'Ready for Work' to include Job versus Interests, Key Skills, Routes into Jobs, Financial Capability,

Year 10:

- Employability Skills Programme delivered in Life and Society to cover turning Records of Achievement into Professional CVs, the Application Process, Interview Technique, Building a Back Up Plan and Workplace Skills.
- Mock Interviews led by Business Contacts.
- One Work Experience opportunity.
- Skills Show Trip to Birmingham for targeted students.
- Two business contacts enhancing the delivery of the curriculum.
- Careers Fair at DSLV
- Apprenticeship Show at Milton Keynes
- Careers Week – Targeted Business Contacts paired with interested students.
- Business Mentoring for targeted students.

Year 11:

- Individual Career Path Interview in the Autumn Term leading to Careers Action Plan with Senior Leadership Team.
- Spring Term Follow up Interview for Targeted Vulnerable/Potential NEET Students.
- Careers Fair at DSLV
- Assembly Programme on Apprenticeships, Sixth Form Providers and Further Education Colleges
- Life and Society module 'The Real World' to include Enhancing Interview Technique, Real Applications, Post 16 Options (Sixth Form, Further Education, Apprenticeships), Financial Competence, Work/Life Balance, Starting a Business.
- Apprenticeship Show at Milton Keynes
- Careers Week – Targeted Business Contacts paired with interested students.
- Business Mentoring for targeted students.
- University Awareness

“The ideas and links which are being put in place and the plans for the future are excellent. In some other areas of the country there are fewer plans in place like this to support students and everyone is far less informed. With this range of support from the local area and from a variety of businesses and organisations working alongside the school, the students have the opportunity to thrive.” Nina Gandy, University of Northampton.

Careers Interviews:

All students have access to at least one individual or group face to face careers interview. Every Yr11 student will have at least one careers interview and receive a written careers action plan.

Careers supporting the School Curriculum:

Careers Education is delivered within the Life and Society curriculum. Careers information is also delivered in other national curriculum subjects with students understanding which careers are related to which subjects. DSLV invites in a variety of guest speakers from employers, charity groups and the local community to deliver presentations to our students.

Work Experience:

All Yr10 students have the opportunity to participate in a one week work experience placement as part of the DSLV Employability Skills course which is taught through Life and Society. Work experience placements take place during the summer holidays between Yr10 and Yr11. Students are encouraged to find their own work experience placement which is in line with their visions and aspirations for the future.

Benefits of self placement:

- Good practice for the real world showing initiative, improving confidence and developing job searching skills
- Makes a good first impression with the company, highlighting personal and employability skills
- Can lead to future employment and placement opportunities, useful contacts and references
- Enables students to find out about a career that they may be interested in pursuing when they are older to ensure it is right for them
- Provides real life examples of skills to showcase on UCAS personal statements, CV's, application forms and in interviews

All 6th Form students are encouraged to find a suitable work experience placement during Yr12. A work experience placement is essential for sixth form students wanting to pursue University to show a genuine subject interest and for improving future prospects in the world of work.

4 - CEIAG Staff at DSLV 2018/19:

Nicola Hart	(Head of Careers)
Beverley Maughan	(Deputy Head & Head of Life and Society)
Mark Franzoni	(Assistant Head and NCOP Co-ordinator)
Jon Evans	(Head of Yr11)
Jenna Waugh	(Head of 6th form)
Joanne Cadd	(Head of Primary)
Roger Eadon	(Headteacher)

All DSLV teaching staff are involved in preparing students for personal and working life. All form tutors are involved with the delivery of the DSLV CEIAG policy. Yr8/9 tutors supporting students with their GCSE choices, Yr10 tutors supporting their students to find a suitable work experience placement, Yr11 tutors with Post 16 options and Yr13 tutors supporting students with their UCAS personal statements and post 18 options.

5 – Working with Employers:

DSLV's main priority is to develop sustainable business links with employers, so we can work together to support and raise the aspirations of our students. DSLV would like the students to be further aware of the labour market and career opportunities available. Currently there is a mismatch between careers young people want to pursue and the opportunities available. We believe at DSLV that the choices made at school should be based on a clear view of the current labour market and how the job market may change in the future.

Business Mentoring at DSLV

The aims of the Business Mentoring Scheme at DSLV is to create rewarding partnerships, which involve the provision of time and expertise from the mentors to make our students feel valued, listened to and supported in making the most of their undoubted potential.

Benefits to the Students:

The Business Mentoring Scheme will support students in:

- Maximising their academic achievement
- Raising students' aspirations for future education and employment
- Developing/refining an aspirational career plan
- Gaining a more in depth understanding of career opportunities
- Developing their employability skills
- Gaining self-confidence and motivation to fulfil their dreams

Benefits to Mentors:

- Volunteering to act as a Business Mentor provides the opportunity:
- To do something different that has a positive impact on the development of young people.
- To gain a sense of achievement
- To give something back to the community
- To discover more about the education system
- To develop communication skills and an understanding of the role of a mentor

Benefits to Companies

- Makes a valuable contribution to the local community
- Develops positive links with DSLV
- Develops employees mentoring and interpersonal skills
- Benefits the firms public relations and raises the profile of the company

Local Employer Visits:

DSLVL supports students who are interested in finding local apprenticeships and job opportunities. The career adviser has taken students to a number of local employers to gain a taste of the working environment.

DSLVL Business Breakfast:

DSLVL hold a Business Breakfast every half term to build the network of business contacts and coordinate our careers action plan.



Daventry Business Network:

DSLVL attend this monthly meeting to further develop our network of contacts.

6 - Equality and Diversity:

DSLVL Careers Department supports the schools Equality and Diversity Policy and implements it in the following ways:

- Careful selection of career resources including posters and display materials
- Actively encouraging students to support themselves financially
- Encouraging all students to consider all education and training options available to them
- Avoid using stereotypical gender examples within the workplace
- Offering self placement of work experience placements
- Equal access to all the information for all students of all abilities

DSLVL recognise that courses, apprenticeships and employment opportunities are available for all of our students of varying skills, abilities and personal qualities. DSLVL encourages all students to consider all of their options in order to make an informed decision about a future career. If a student has an unrealistic career aspiration, we will ensure that they have a backup plan which does match their skills abilities and personal qualities.

7 - Monitoring and Evaluation:

The annual planned programme and evaluation of CEIAG policy and provision takes place through normal Quality Assurance procedures:

- Lesson and career observations and Learning Walks
- Destination Trends – Yr11/13 leaver information
- Pupil Premium student destinations
- NEET figures