



Careers Strategy and Implementation Plan Document:

The E-Act Parker Academy

September 2023- July 2024

Introduction

The E-ACT Parker Academy is an 11–18 secondary school with academy status situated in Daventry, Northamptonshire, England. The school is sponsored by E-ACT, and there are 1077 students within the academy; this includes a joint Sixth Form shared with the E-Act DSLV Academy. The E-Act Parker academy was inspected in 2021 and was awarded a grading of Good; this inspection identified Behaviours and Attitudes and Leadership and Management as being Outstanding. It was also recognised that relationships within the academy are positive and expectations are high. The academy has recently appointed, internally, a new Associate Assistant Headteacher for Character Education and Careers who has experience and training on careers leadership.

At E-ACT Parker, the motto, 'Work Hard, Stay Humble, Dream Big' is central to careers education. The careers programme aims to support pupils to follow this 'Dream Big' ethos from the beginning of Year 7 all the way through to Year 11 and on to their next steps. Pupils are introduced to careers education from the start of Year 7 as we believe it gives them context to their learning and opens their eyes to the possibilities that lie ahead of them. Pupils experience a range of career interactions during their time at the academy, with a specific focus applied as appropriate to their school stage. Every student at every key stage, every ability and from every background is given equality of opportunity and are encompassed within the whole school careers culture. Our current position is that there is a need for development within certain areas of our careers programme, specifically, within curriculum areas and the need to provide different and wider career guidance at different stages of a student's school life.

As part of our strategic improvement plan for careers and character education, we are committed to developing a wider range of external stakeholders. The academy has secured the support of an Enterprise Advisor, Liz Allister, Real Estate & Customer Experience Manager at Prologis a leading owner, developer and investor of logistics property.

Significant progress has been made in this area, with a number of collaborations instigated recently which will support learning outside of the classroom.

In compliance with new provider access legislation, we will ensure that we provide at least six encounters with approved providers of apprenticeships and technical education for all of our students. This will include:

- Two encounters for pupils during the 'first key phase' (year 8 or 9) that are mandatory for all pupils to attend
- Two encounters for pupils during the 'second key phase' (year 10 or 11) that are mandatory for all pupils to attend
- Two encounters for pupils during the 'third key phase' (year 12 or 13) that are mandatory for the school to put on but optional for pupils to attend
- The Daventry area experiences higher levels of employment than the national average, however there are statistically less people within the higher socio-economic categories of managers, directors and professional occupations, qualification levels. Manufacturing, transportation and storage, wholesale and retail trade are key industries for employment within the local area with weekly and hourly rates of pay being lower than the national average. The population of the district is expected to grow by 15% by 2035 and in the last census, almost 50% of households were experiencing some sort of deprivation. The school is highly committed to excellent careers provision for all students to ensure aspirations are high and to drive students to consider more diverse careers and opportunities for their futures.

Strategy Summary

The ambition of the school careers programme is to develop high expectations, provide inspiration, raise aspirations and improve onward destinations for all students. It is also the responsibility of our careers education to ensure that students are aware of future careers and labour market information to support informed decision making. We will work to develop a wide range of external stakeholders to support us with our careers curriculum in order to maximise the experiences and information our students receive.

Our students are talented, enthusiastic and have potential for success; it is our whole school responsibility to ensure that they are encouraged, motivated, challenged, supported and inspired to aim for positive futures. To ensure our careers education is compliant we will follow the statutory guidance and eight Gatsby Benchmarks, use the guidance available to us from the Careers and Enterprise company, ensure compliance with the Baker Clause and also proactively identify our own areas for improvement and take appropriate action. This will be mirrored from Year 7 through to Year 13; at each key stage further development opportunities will be actively identified based on careers plans and the needs of each cohort.

We actively encourage the involvement and contributions of our stakeholders and have undertaken extensive auditing to identify the current areas for development within our careers provision. This has identified a number of points, including staff knowledge and

training needs, widening stakeholder engagement and student perception of whole school careers advice and guidance. Steps have been planned and introduced to develop these areas which include staff training, lining careers and curriculum, access to careers software and the initial stages of developing and widening our external industry contacts.

Our school motto is “Work Hard, Stay Humble, Dream Big”; to enhance this message our vision is to develop and embed a consistent and constant focus on careers both within our CEIAG and our academic curriculum, ensuring that opportunities are actively sought and information conveyed is current, valid and inspiring. To ensure this is developed, our key strategic objectives are:

- 1 To introduce careers and enterprise education links across the whole academy and at each key stage of the curriculum.
- 2 To develop an inclusive career education programme which enables all students the opportunity to access appropriate careers education, promotes ambition and ensures a successful education and fulfilling future for every individual.
- 3 To provide our students with a broad range of opportunities and experiences which will raise their aspirations, widen their experiences, prepare them for their next steps and encourage success.

Careers Team

The Parker E-Act Academy team is made up of the following colleagues. All members of the team will communicate regularly and will meet at critical points throughout the academic year to ensure implementation, monitoring and development of the whole school careers provision takes place.

Careers Team Member	Role	Responsibility
Ms Andrea White	Headteacher	Governance
Ms Maria Kassandrinou	Assistant Headteacher: Teaching & Learning	Teaching & Learning Staff CPD
Ms Jac Dempster	Associate Assistant Headteacher: Character Education and Careers	Whole school CEIAG
Mr Pat Mackie	Assistant Headteacher: Head of Sixth Form	Key Stage 5 CEIAG
A.Wheeler C.Southey	External Careers Advisors – Prospects/Shaw Trust	CEIAG Meetings
Cllr. W.Randall	Ambassador	Careers Link

Signature of Headteacher:

A.White_____

Date: 4th September 2023

Ms. Andrea White

Signature of Careers Leader:

J.D.Dempster_____

Date: 4th September 2023

Ms. Jac Dempster

Signature of E-Act Ambassador:

W.Randall_____

Date: 4th September 2023

Cllr. Wendy Randall

REVIEW DATE: July 2024