**Review of careers activities, events and promotion at Worle Community School Academy.**

**April 2019 (Updated 04/04/19)**

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**Destinations**

Our students progress to A Levels, Diplomas and Apprenticeships.

2017’s Year 11:

* % enrolled at a college to study A Levels or a vocational qualification.
* % enrolled at a 6th Form to study A Levels.
* % started an Apprenticeship/work based learning.
* % enrolled on to other training or employment.

2018’s Year 11:

* % enrolled at a college to study A Levels or a vocational qualification.
* % enrolled at a 6th Form to study A Levels.
* % started an Apprenticeship/work based learning.
* % enrolled on to other training or employment.

75% of our students who left us in 2016 and completed a Level 3 qualification progressed to University.

**Priority Groups**

All students are welcome and encouraged to engage with the careers team, but specific groups of students have a priority:

**RONI (Risk of NEET) – All Year Groups -** Risk of NEET students are met early in the year for 121 meetings. A clear vision of the student’s career awareness is obtained (family situation, parents in employment, own career aspirations, etc.). Information is passed to Tutors and further actions agreed.

**Progression plans – Year 11 -** All Year 11 students are met and tracked through their final year to ensure that college applications are complete and the student has a clear vision of their progression route and the appropriate level. A report is sent to North Somerset Council annually to track progress and ensure that full support is provided beyond school.

**Children Looked After – All Year Groups -** Additional 121 appointments are in place to support with work experience, college applications and general careers support.

**Pupil Premium – All Year Groups -** Additional time is allocated to engage with pupil premium students to ensure that they have additional support with activities in the potential absence of support at home (packed lunches for trips, help with transport for work experience, early October progression appointments for Year 11s etc.).

**Special Educational Needs – All Year groups -** The team works closely with the SEND Team to provide additional support for students during their time in school, participation in careers events and to facilitate transition to post 16 studies. Students needing additional support with college transition are given additional support with applications, interviews and exclusive taster days.

**Students with academic promise – Year 10 & 11 -** Curriculum staff identify students showing academic promise. The careers team meet these students to explore preferred pathways and facilities University visits, employer guidance, Apprenticeship information etc.

**Does it work? Yes!** The careers programme at WCSA has been rolled out for 18 months; during this time the RONI and PP students have all engaged with Careers both on a 1:1 basis and careers events in and out of school. WCSAs NEET figure for the last academic year 2018 was less than 2%. This document will be updated to include 2019s NEET figure when released after Christmas, including the percentage of PP, CLA, and SEND students within this.

**121 Interventions**

* All students are welcome to meet the careers team at any time.
* All priority group students have 121s.
* All year 10 students have 121s on a weekly basis during the work experience planning period until their placement is confirmed.
* Year 10 PP review - students were all interviewed on a 121 basis; questions written by Head of School.
* All Year 11 students have progression 121s independently or with their family until progression plans have been agreed.
* All year 7 students have a 121 as part of their interview challenge.

**Does it work? Yes!** The Careers office has great footfall. This coming academic year the careers team aims to monitor footfall to give an accurate reflection of the accessibility and ease of use of the service. Pre-booked appointments are well attended as students are generally taken out of class for appointments. Work experience participation is at 100%. Student progression is 100% robust and all students have a post 16 destination(s). A central spread sheet of IAG interactions is kept to give an accurate picture of the service provided. All Year 11 PP students received a 1:1 meeting in Term 1 to assist with focus on progression options.

**Referrals**

* Careers welcome referrals from **anyone** within the school including Tutors, Teachers, Leadership Team, Student Services, parents and self-referral from students.
* Careers can request attendance from students at any point during the day and teaching staff agree to students leaving class.

**Does it work?** Yes! Student attendance for 121 appointments is very high. Teachers are open to students visiting the careers office during teaching time as they are confident that it is time well spent.

**Venue**

* Careers are fortunate to have a dedicated meeting space full of resources, inspirational quotes, free of clutter and an open door policy. Students are welcome to drop in any time of the day.
* The Careers office is largely paperless and an events and activities calendar is kept up to date allowing plenty of time for prior planning to achieve successful outcomes.
* Worle Community School Academy is also one of the few schools in the region who have employed dedicated careers staff to provide the best possible service to its students. The Careers Team shares resources and best practice across The Priory Learning Trust.

**Does it work? Yes!** The Careers office is a popular venue for students, with some using it as a safe space to spend breaks occasionally and many have commented on its positive environment. The paperless systems that have been implemented reduce waste, supports data protection and the risk of mislaying information. Dedicated staff can focus on student engagement, activities and events and deliver successful outcomes without distraction or split responsibilities.

**Student Engagement**

* The majority of student engagement is on a 121 basis. The Careers team also passes on important information and can field enquiries in assemblies, Tutor Groups, via social media, school website, a monthly careers bulletin as well as parent text and emails. Out of hours appointments with parents are also available.

**Does it work? Yes!** Students feel comfortable engaging with The Careers team. Tutors also appreciate our short and snappy interventions in assemblies and tutor time. Out of hours appointments are gratefully received by parents who work longer hours than traditional school opening times and would like to meet with the Careers team directly. Parents can also access the service for their own career development.

**Early Intervention**

* As part of our commitment to engage with students as early as possible, helping them get the most from school, our Year 7 students are encouraged to participate in both on and off site careers events and activities.

**Does it work? Yes!** Year 7 attendance at careers events is very high and feedback is very positive.

This year an Interview Challenge is planned, this will be the first large careers event for Year 7 at WCSA. Engaging with students early in their secondary education, introducing them to the world of careers and applying for jobs has been proven to be effective and raise aspirations.

**Employer Engagement-**

* The Careers team are very connected and proactive with creating and growing a team of employers covering as many industry sectors as possible to provide our students with a real insight into working life in the real world.
* Recruitment of employers includes the PLT Careers team attending business breakfasts, networking events, utilising the school’s Enterprise Advisor and Linkedin marketing.
* Employer participation with students includes employer visits to school and their own premises, engagement with subject area classes, tutor time drop-ins, work experience opportunities and support with mock interviews.
* **Does it work? Yes!** Employer engagement is at an all-time high. 153 employers supported the Year 10 WEX programme in 2018. All Year 10 students participated and had at least 1 week of WEX. 45 employers supported the Year 10 mock interview day. 10 employers visited school this academic year. Students of all year groups met at least 3 employers in 2018 through assemblies during National Careers Week. Alumni also visit the students to explore their own education and career choices. Alumni visited the school in 2018 to share their education experiences and career journeys.

Feedback from students, staff and parents is extremely positive regarding the contributions that our local employers make.

**Further Education**

* We now have a completely impartial relationship with the local colleges with no favour or obligation.
* 18 colleges, 6th Forms and Training Providers attended the 2017 Careers Convention.
* Local colleges, 6th Forms and training providers attend Year 10 & 11 parents evening.
* All Year 10 & 11 students attend a full college taster day.
* All students receive at least one FE focussed assembly per year promoting A Levels, Diplomas and Apprenticeships.
* Local colleges host evening enrichment activities in subject specific areas for Years 9 & 10. Travel cost is covered.
* College summer school and half term activities are promoted to students and their families.
* College and 6th Form open evenings are promoted to students and their families.
* We communicate with colleges on a regular basis to review and develop the range of activities and events.

**Does it work? Yes!** Student attendance at offsite college events is also higher than our neighbouring schools. PLT attendance at the 2018 World of Work event held at Weston College was 150 students. 18 colleges, 6th Forms and training providers attended the 2017 Careers Convention which was greatly attended by WCSA student.

**Higher Education**

* University outreach has a strong presence at our annual careers convention. 17 universities attended in 2017.
* All students receive at least one university focussed assembly per year hosted by a member of HE staff.
* Year 8 pupil premium students attend a full university taster day at UCW per year.
* Guest speakers from Russell Group Universities visit the school every year. Attendance is optional for students. Talks are held in the early evening to encourage parent attendance.
* Visits to a local University are encouraged to all students and their families. Open days and events are promoted in the monthly careers bulletin.
* Student visits are also arranged for specific students to visit specific university faculties.

**Does it work? Yes!** This year WCSA students will be visiting Lincoln College Oxford. We are also fortunate to have a number of local Universities who are happy to engage with our students and promote degree level education not just from 18 years but later in life too. Last year close to 100% of students who had enrolled on a level 3 course at college went on to apply for University for Sept 2017! At least one Worle student joined Imperial College London this year.

**Not just ‘jobs, jobs, jobs….’-**

* A happy and healthy life is not solely down to career choice and education pathway. The Careers Team offers a wide range of activities and opportunities to students to participate in to build confidence, self-esteem and friendships.
* Big Worle are a community careers hub with a variety of monthly activities for students and their families. Their offer is included in every monthly school career bulletin.
* Students are encouraged to engage with the town Youth Council and local charity organisations such as The Weston Eagles which is run by previous students.
* The Youth Employment Service is also available to provide further support to students at risk of NEET.
* The National Careers Service provides free and confidential web, phone and face to face advice and guidance. Their offer is also included in the monthly bulletin.
* Carerstrust Phoenix (a charity to support young carers) is also a key partner and the school engages with them to provide further support to relevant students.
* Additional support includes exam stress and school anxiety support with a qualified Solution Focussed Hypnotherapist at no charge across the Trust.
* Students with social anxiety and at risk of bullying are welcome to spend time in the careers office as a safe space.
* Hero awards for students acts of kindness at school, home and the community. Parents are invited to an evening event showcasing their child’s kindness. PP students automatically qualify for a prize.
* National Citizenship Service engages with Year 10 and 11 students with a focus on PP students.
* Hutton Moor recruits PLT school leavers. Year 11 students are invited to apply for free Lifeguard training worth £300 and paid part time work throughout the summer and their subsequent studies.

**Does it work? Yes!** Our students have a strong reputation in the town for their community mindedness. Our Year 8 students on the Youth Council are extremely dedicated, attending all the meetings, writing for the magazine and recruiting new members. The Careers Office is a frequent space for students to visit for quiet time. The hero awards are open for email nominations all year. The majority of the local leisure centre’s part time staff is previous PLT students.

**Curriculum**

* Embedded daily classroom based activities have an additional focus on ‘soft skills’.
* Daily brief to all staff includes a careers page with daily updates for all staff to pass on to students during the school day (inspirational quotes, topics in the news etc.).
* ‘Jobs of the week’ are promoted across the school to highlight the importance of study and soft skills and explored during Tutor time.
* A careers activity work book for tutor time will be rolled out in the next academic year. Students in all year groups will complete careers focussed activities once a week as a taught lesson.
* During Curriculum Enrichment day’s financial awareness and money management is taught with a full day of activities for Year 10 students.

**Does it work? Yes!** Although early days – the tutor time activities are sparking interest and increasing Careers office footfall – students are taking more interest in their future choices and are keen to spend time doing independent research.

**Employability**

* Mock interviews by employers are held for Year 10 Students annually. Next year Year 7 will also be interviewed for their dream job.
* Full day CV and interview skills workshops are held for Year 10 students annually.
* 1 week block work experience for Year 10 Students is held annually.
* Extended work experience is available to selected students for with a relevant employer.
* Student Priority Groups are given additional time and support to prepare for these key activities.
* Mock interviews are held for Year 10 students annually. Employer numbers supporting the event have increased significantly. Feedback from employers and students for interview day 2018 was outstanding.

**Does it work? Yes!** Many students leaving Worle had identified mock interview day as the most important day of their school life. The range of work experience placements has increased significantly and students fully understand its importance. Many have progressed to part time work with the same employers and even Apprenticeships.

**Parents**

* A monthly careers activity bulletin is created emailed to parents & Tutors and uploaded onto the WCSA website and Facebook page. This bulletin highlights relevant activities at school, local colleges and the community suitable for all year groups and their families.
* Following 121 appointments, action plans are created and agreed with students. Copies are emailed to parents.
* Parent progression information evenings for Year 10 & 11 students are held annually. All progression routes are explained.
* Website resources are updated on a regular basis and a dedicated careers page has been created with links and useful information for students and their families.
* Social media is used professionally and is used to promote specific events, activities and successes.
* All parent’s evenings are attended by The Careers Team and local colleges to promote their provision.
* Weston College host a PLT exclusive careers evening annually that all families are encouraged to attend.
* Careers information is also passed to parents in regular newsletters and press releases.
* The careers offer is also open to parents to help develop their own career.

**Does it work? Yes!** Parental ‘buy in’ to the careers offer is at an all-time high and the feedback indicates that they value the information that is being sent home to them.

**Feedback**

* Feedback is recorded and acted upon with improvements in place.
* Complaints are dealt with immediately by line management.
* First and foremost, the students must enjoy engaging with The Careers Team and find our activities and events relevant, interesting and productive. Feedback is vital to help us achieve this.

**Does it work? Yes!** Student feedback has helped us provide a more relevant service to our students’ needs. Employer and stakeholder feedback has helped us run more effective activities and events. Feedback helps the service move forward to make improvements and also positively re-enforce the existing activities which have been praised. Case study: The Year 10s Mock Interview Day last year was at the end of summer term, close to PPE exams in the same week as a college taster day and work experience the following week. It was a concern and feedback backed this up - it has therefore been moved to earlier in the year.

**The Careers Team-**

* The Careers Team is impartial at all times. A balanced relationship with local colleges is assured.
* The Careers Team are non-disciplinary and encourage students to speak openly without fear of judgement.
* The Careers Team market themselves to students and their families as providers of opportunities and choices.
* The careers door office is always open and students should never knock…it is their space.
* Parents are always welcome to contact us with questions and this is promoted in the monthly bulletin.
* The Careers Team remain trained, qualified, expert, impartial, and enthusiastic and participate in reflective practice to ensure a strong service is provided.

**Does it work? Yes!** The quality and effectiveness of our career activities and events is of a higher level of quality than many of our neighbouring schools who do not have the same staff resources or level of experience. Feedback from students, staff and parents has been extremely positive. Employers and stakeholders also value the fact that a central point of contact is always available without split responsibilities and the events that they participate in will be well organised, effective and a good use of their time.

**Policy and best practice-**

* Our activities are Gatsby compliant.
* Risk assessments are produced for activities on and offsite.
* Staff are suitably trained.
* Visiting staff are DBS checked or supervised by staff at all times.
* The Director of Careers liaises with the Careers and Enterprise Company on a regular basis to access policy updates.
* The provider policy access document is visible on all Priory Trust websites.
* WCSA works closely with an allocated Enterprise advisor.
* WCSA is a key contributor to the North Somerset Careers Advisor Network to ensure activities and events are shared as appropriate.

**Conclusion**

All students leave WCSA with-

* Work experience
* A CV and interview practice
* A successful application for a relevant progression route.
* A clear vision of their career plan and the confidence to make good career choices.
* An awareness of soft skills and their importance in the world of work.
* A strong sense of self-worth and opportunity.
* Knowledge of where they can find further support and guidance beyond school.

**Further plans**

* Priory Community School and King Alfred School careers offer mirrors our own under the line management of the Trust’s Director of Careers based at PCSA.
* We will continue to review events and activities and make on going improvements.
* We will continue to recruit a wider range of employers to work in partnership with.
* We will continue to maintain stakeholder relationships.
* We will continue to reach out and engage with parents to ensure that the careers message is also promoted at home.

**Our pledge to our students -**

**When you complete Year 7, you will have…..**

Met your Careers Advisor and visited the Careers Office

Created your first CV and attended your Mock Interview Challenge with the careers team

Attended an assembly to learn about College, Apprenticeships and University

Attended an assembly to meet some employers and previous students

Visited a College for an Open Evening

Had the opportunity to visit a Careers convention

**When you complete Year 8, you will have…..**

Met your Careers Advisor and visited the Careers Office

Attended an assembly to learn about College, Apprenticeships and University

Attended an assembly to meet some employers and previous students

Visited a College for an Open Evening

Maybe visited a local University for the day

Had the opportunity to visit a Careers convention

**When you complete Year 9, you will have…..**

Met your Careers Advisor and visited the Careers Office

Attended an assembly to learn about College, Apprenticeships and University

Attended an assembly to meet some employers and previous students

Visited a College for an Open Evening

Maybe visited a local University for the day

Had the opportunity to visit an employer

Had the opportunity to visit a Careers convention

Had the opportunity to take part in a College enrichment project

Maybe took part in a College enrichment project

**When you complete Year 10, you will have…..**

Attended at least 2 College or 6th Form Open Evenings

Attended an assembly to learn about College, Apprenticeships and University

Attended an assembly to meet some employers and previous students

Completed a week of Work Experience

Finished your CV and attended an interview with a local employer on Mock Interview Day

Attended a College Taster day

Filled your record of achievement with your certificates

Visited a Careers Convention

Maybe took part in a College enrichment project

**When you complete year 11, you will have…..**

Attended at least 2 College or 6th Form Open Evenings

Attended an assembly to learn about College, Apprenticeships and University

Attended an assembly to meet some employers and previous students

Attended a College Taster Day

Had the opportunity to visit at least 2 6th Forms if you are interested in ‘A’ Levels

Visited the careers office for a progression meeting and handed in applications for your next step beyond school

Attended application interviews at Colleges and/or 6th Forms with places offered

A general plan of your career pathway

Had the opportunity to visit a Careers convention

Had had the opportunity to visit a University

**Careers Calendar 2018-2019**

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| **Date** | **Activity** | **Year Group** | **Timing** | **Location** | **Gatsby Compliance** |
| Sept 17th | Curriculum evening. Parents visit auditorium for presentation delivered by careers team and colleges to outline the year’s activities and opportunities. Information sent by email, Facebook and post to ensure all parents are informed.Diplomas, A levels, Apprenticeships. | 10 & 11 | 5pm-7pm | WCSA | 2, 3, 4, 7 |
| Oct 12th | Launch work experience in assembly and letter home. Plenty of notice to ensure students find their placement. Ongoing 121s.  | 10 |  | WCSA | 2, 3, 5, 6, 8 |
| Oct 19th | Yr 11 Open Doors Day  | 11 | 9.30-2.30pm | All campuses | 7,4 |
| Oct 19th | Yr 10 Mock Interview day/Speakers – CE Day 2 | 10 | All day | WCSA | 3, 5, 7 |
| Oct 19th P5 | Yr 10 motivational talk by John Saunders with a focus on overcoming barriers + x 2 industry | 10 |  | WCSA | 3, 4 |
| Nov 7th | Careers Convention. 50 exhibitors from EDF, HE, FE, A’ships & employers. All schools to be invited. | All | 5pm-8pm | Winter Gardens | 2, 3, 5, 7 |
| Nov 28th | Bridgwater College Taster Day. 50 students. | 11 | All day | Bridgwater | 7 |
| Nov 22nd | Year 11 Parents Evening. Careers Team & College PresenceNCS | 11 | 3.30pm – 6.30pm |  | 3, 4, 7, 8 |
| Nov 9th TBC | Churchill and King Alfred’s visit for students interested in A levels. | Selected Yr 11 |  | Churchill & KAS | 7 |
| Nov 30th | UCW visit for selected Year 8 students. | Selected Yr 8 |  | UCW | 2, 7 |
| Nov & Dec | Yr 11 121 appointments to capture progression plans beyond PCSA. Diplomas, A levels, A’ships and HE. Repeat appointments for undecided students and priority groups. Parents also welcome. | 11 |  | WCSA careers  | 2, 3, 8 |
| Dec | Y9 Challenge for Women | 9 | All day | Bridgwater College | 3, 4, 7 |
| Dec 13th | Yr 10 Parents Evening. Careers Team & College presence. Diplomas, A levels, A’ships and HE. | 10 | 3.30-6.30pm | WCSA | 3, 4, 7, 8 |
| Jan. | College application deadline. Further 121s as and when required. | 11 |  | WCSA careers  | 3, 7, 8 |
| Jan  | The first of 4 enrichment workshops delivered at Weston College with qualified Chefs to teach students how to prepare and serve a 3 course meal. | 8 Yr 10 students. | 3.30pm-5.30pm | Weston College | 2, 4, 6, 7 |
| Jan 16th | WOW careers event. All students encouraged to attend. An exclusive event for PLT students. Diplomas, A levels, A’ships and HE. | All Yr groups and families | 4.30pm-8pm | Weston College conference centre | 2, 3, 5, 7 |
| Feb | Challenge for Women | 10 | All day | Bridgwater College | 3, 4, 7 |
| Feb 14th | Year 8 Parents Evening. | 8 | 3.30-6.30pm | WCSA | 3, 4, 8 |
| Feb | PLAC,CLA, RONI, SEN & PP student 121s. |  |  | WCSA careers | 2, 3, 8 |
| TBC | Year 9 Options Eve |  |  |  |  |
| March | Challenge for Women | 10 | All day | Bridgwater College | 3, 4, 7 |
| March 4th-8th | National Careers Week.All students will attend a university talk and Diplomas, A levels, A’ships and HE talk.Lots of previous students and employers also dropping in. |  |  | Auditorium/LRC | 2, 3, 5, 8 |
| TBC | Assembly Fri - National Citizenship Service talk to all Year 11 students.(Gill) | 11 |  | WCSA | 5 |
| Mar | Careers feedback session with Year 11 Students. What worked? What didn’t? | Selected Yr 11 | Lunchtime |  | 8 |
| April 4th | Year 7 Parents Evening. | 7 | 3.30-6.30pm | WCSA | 4, 8 |
| April 26th | The Big Bang Science fair. All students will be transported to and from this event on day 1. All students and families will be encouraged to attend on day 2. | All year groups | (26th) 3 - 5pm | Tropicana | 2, 3, 5, 7 |
| April 30th | Work experience deadline. Further 121s with hard to reach groups. | 10 |  |  | 2, 3, 5, 6, 8 |
| May | Y9 Challenge for Women | 9 | All day | Bridgwater College | 3, 4, 7 |
| May 9th | Year 9 parent’s evening. Careers team presence. | 9 | 3.30-6.30pm | WCSA | 4, 8 |
| May | Focus group to review Weston College’s new prospectus. | 10 | 5-7pm | Weston College | 6, 7 |
| May | Year 7 interview challenge. | 7 | 10 days | WCSA careers | 2, 3, 4, 5, 8 |
| June | Challenge for Women | 8 | All day | Bridgwater College | 3, 4, 7 |
| June | Challenge for Women | 8 | All day | Bridgwater College | 3, 4, 7 |
| June | CLA, RONI, SEN & PP student 121s. | All |  | WCSA | 2, 3, 8 |
| July | Weston College taster day. School closes to Year 10 students who spend the day at college. Diplomas, A levels, A’ships and HE. | 10 | All day | Weston College (All campuses) | 3, 4, 7 |
| July15th-19th | Yr 10 block work experience week. | 10 | All week | Offsite | 2, 3, 5, 6 |
| TBC | North Somerset Community Partnership Careers in Healthcare event. | All year groups | 3pm-5pm | PCSA/WCSA  | 2, 3, 5, 8 |
| TBC | STEM trip to employers. STEM guest speakers. Set STEM project. | 9 | All day | North Somerset  | 2, 4, 5, 6 |
| TBC | Visit to Lincoln College, Oxford | 11 | All day |  | 3, 7, 8 |
| TBC | Visit from Lincoln College Oxford & Cambridge | 10 & 11 |  |  | 7 |
| TBC | Employability workshop hosted by industry leaders to promoting the attributes of leadership, communication, reliance etc.  | Selected Yr 9 | 10am-12.30pm |  | 2, 3, 5 |
| TBC | NHS careers evening? | 10 | 5-8pm | WAHT | 2, 5, 6, 8 |
| TBC | Sports employability project. CVs, interviews, employers. | 10 | 1pm-3pm |  | 2, 4, 5 |
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| **Ongoing activities** | **Year** | **Timing**  | **Location** | **Gatsby**  |
| Monthly career bulletins send to parents via email and F’book. Also promoted via tutors, notice boards and screens. The bulletin contains all local events and activities. It also signposts to the national careers service. | All | Monthly | Online | 1, 2, 3, 5 |
| Job of the week included in daily brief available to all staff. All students are shown the job of the week in tutor time to highlight a job role, access, progression, pay, and relevance to studies, LMI and a case study. | All | Weekly | Tutor time | 2, 4,  |
| Review, update and publish inspirational posters. Focus on achievable career goals with previous students as a priority. | All | Monthly | Notice boards & online | 3, 4, 5 |
| Hero awards for students acts of kindness at school, home and the community. Parents are invited to an evening event showcasing their child’s kindness. PP students automatically quality for a prize. | All | Monthly | WCSA restaurant |  |
| Ongoing offer to all current & previous students and families for drop-ins and pre-booked appointments for careers advice. | All | Ongoing | WCSA careers | 2, 3, 8 |
| Tutor time drop-ins and student 121 to support work experience. Open door to the careers office all day every day. Parents also welcome to attend any time. Enquiries can also be handled via, phone, Email and F’book. | All | Ongoing | WCSA careers | 2, 3, 8 |
| Ongoing engagement with alumni – drop-ins, guest speakers, etc. Book talks as and when. | All | Ongoing | WCSA careers | 2, 4, 5, 3,  |
| Sector specific evening enrichment projects. | 10 | Termly | Weston College | 2, 4, 7 |
| Youth council / town council opportunity for all year groups to participate in to make their town a better place.  | All | Monthly | Offsite | 5, 6 |
| National citizenship service engagement for Year 10 11 students. | 11 | Summer | WCSA & Offsite | 5 |
| SEN student transition to college visits. | 11 | Spring | WCSA careers | 3, 7, 8 |
| Hutton Moor recruitment for Trainee Lifeguards and part time work. Year 11 students invited to apply for free training and paid part time work. | 11 | Summer | Hutton Moor | 5, 6 |
| Ongoing support for students at risk of bullying, suffering from anxiety etc. | All | Ongoing | WCSA careers | 3, 8 |
| Ongoing communications to be passed to students directly in assemblies as well as via tutors, screens, parent Email, F’book, school website and Twitter. | All | Ongoing |  | 2, 3, 5, 7 |
| Ongoing engagement with stakeholders to raise the profile and highlight the potential of our students. |  | Ongoing |  | 2, 3, 5, 7 |
| Ongoing engagement with our Enterprise Advisor, LEP, Business West, Council and Engine Shed Activities. |  | Ongoing |  | 2, 3, 5 |
| Remain a key contributor to the north Somerset Careers advisor network to ensure events are shared as appropriate. |  | Ongoing |  | 2, 3, 5 |
| Ongoing impartial engagement with FE providers. |  | Ongoing |  | 2, 7 |