



GREENWOOD ACADEMIES TRUST

Careers Policy 2023 - 24

This policy relates to:



PURPLE OAKS
ACADEMY

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The Purple Oaks Careers and Employability Strategy aims to provide our students, with a stable programme of careers activities and opportunities in order to develop employability skills. The aim is for the strategy to provide a bridge via which pupils move not only to further education, vocational training or employment, but to the next stage of their development as members of society. Lifelong learning is a key concept for all students at Purple Oaks Academy and this includes providing opportunities to develop key employability, enterprise skills and core competencies which are highly valued by employers, colleges, universities and apprenticeship providers.

Using the Gatsby Benchmarks for Good Career Guidance, Purple Oaks Academy aims for pupils to engage in meaningful activities, which are relevant to the **local labour market** current job opportunities.

Careers education, information advice and guidance provides a bridge via which pupils move not only to further education, vocational training or employment, but to the next stage of their development as members of society.

Purple Oaks will provide opportunities to develop key employability and enterprise skills which are highly valued by employers, colleges, universities and apprenticeship providers. By engaging parents and the local community our aim is for every child to fulfil their potential and be inspired to achieve a successful future. It is with this objective that our Careers programme has been developed, alongside reference to the recommended eight Gatsby benchmarks.

Our commitment is to provide memorable, meaningful and enjoyable interactions with employers.

We ensure that all students will have opportunities to:

- Ensure that students have access to up to date careers and labour market information to help inform study/career decisions
- Encourage parents and carers to use the information to inform them of next steps. This could be into apprenticeships, College or Higher Education as well as a future career
- Will ensure that careers and employability is embedded and taught in the curriculum, along with life skills to equip students for the workplace
- Engage and participate in meaningful encounters with employers
- Have had meaningful experiences of a workplace visit
- Have had an interview with a professional and impartial careers adviser
- Ensure that staff and students keep records of all employer encounters
- Have had meaningful encounters with sixth form and further education colleges
- Collect and maintain data of each pupil on their destinations for three years after they leave Purple Oaks Academy

Purple Oaks Academy will measure the impact of the careers programme by:

1. How do students feel about their work related visit or work experience?
 - Evaluation of trips/work related experiences feedback form
 - Observing participant reactions to activities/placements that they are involved in.
2. Increase in student's knowledge and skills regarding the core competencies that employers look for in employees.

- Formal and informal assessments of knowledge and skills before and after their work related experiences
3. How far are students applying their learning, from employability lessons, and is this resulting in personal change
 - Observation and interview/questioning of students over time perhaps including tracking them into college/apprenticeship/post Purple Oaks life.
 4. How far the employability curriculum impacts on Purple Oaks and students
 - Examples include qualitative measures of output e.g. successful OFSTED inspection, Compass or CEIAG quality award assessment.
 - Students gaining meaningful employment or enrolling on further education courses

If you have any further enquires about Careers at Purple Oaks Academy please contact:

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This policy will be annually reviewed