

# Ormiston Latimer Academy

School Careers Strategy

&

Action Plan

2023-2024

Ormiston Latimer Academy  
is an active member of the  
Central London Careers Hub  
and supports the  
development of all our pupils.

# Ormiston Latimer Careers Strategy

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# Ormiston Latimer Careers Strategy

## Aims and Purpose

Ormiston Latimer Academy places a strong emphasis on careers and post-16 education for its learners. We are committed to providing knowledge, attitudes, and relevant skills to manage learning and career progression.

Working on a range of careers and post-16 activities to guide and support students into positive destinations like college, apprenticeships, and 6th form is a valuable initiative. By ensuring that students are prepared and informed about their next steps in life, we are enabling them to achieve their full potential and contribute effectively to the workplace.

Collaborating with external agencies such as The London Careers Hub, The Construction Youth Trust, and the Targeted Prevention and Detached Outreach team demonstrates a proactive approach to delivering a robust careers program throughout the year. These partnerships provide additional resources, expertise, and opportunities for our learners.

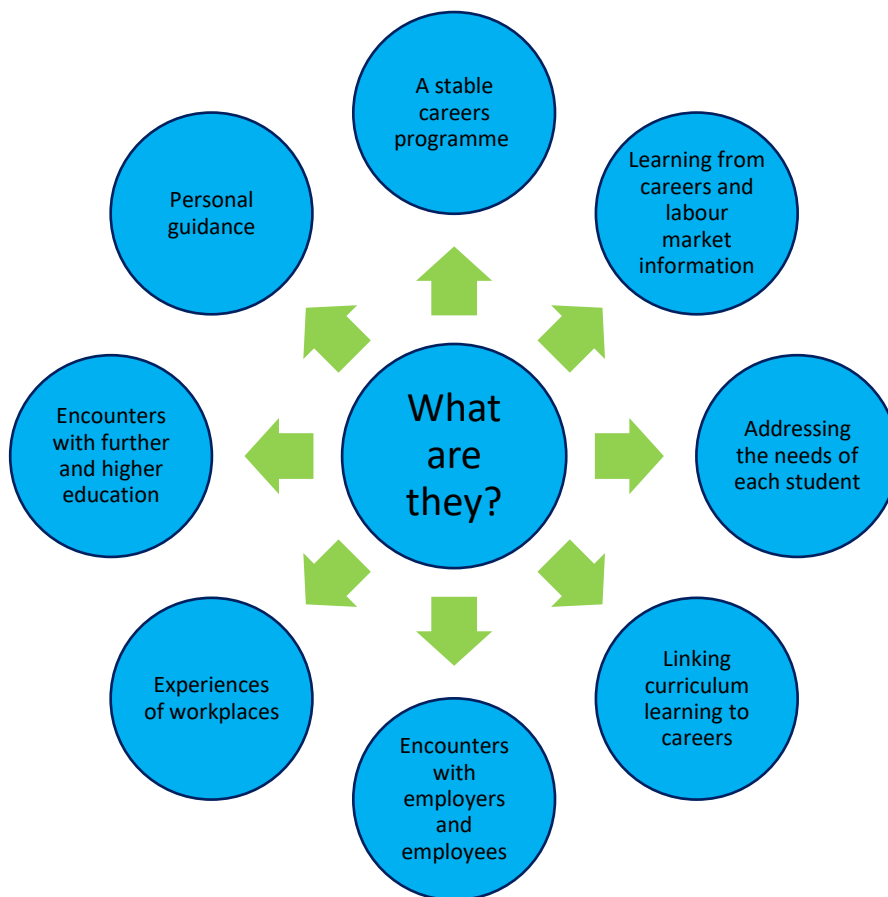
In recognizing the importance of high-quality careers advice on improving social mobility we seek to provide a comprehensive level of information about the available options. By doing so we believe learners can make informed choices and select careers pathways that align with their goals and aspirations.

We are committed to meeting all 8 "Gatsby Benchmarks." These benchmarks are a set of guidelines designed to ensure that schools and colleges provide effective careers guidance and support to their students. By continually evaluating, improving, and expanding our careers and post-16 program, we striving to meet these benchmarks and provide the best possible support for you learners.

Ormiston Latimer Academy is dedicated to equipping its students with the necessary skills and knowledge for their future careers and educational pathways. We hope our efforts in collaboration, improvement, and alignment with industry standards are not just commendable but will have a tangible positive impact on the learners' success

## The Careers Strategy

In December 2017, the Department for Education released its new career guidance strategy which placed the eight Gatsby Career Benchmarks at its heart.



### The Gatsby Benchmarks



Gatsby believes Every young person needs good career guidance to make informed decisions about their future. Good career guidance is a necessity for social mobility.

## External agencies we work with

### Central London Careers Hub



Previously known as the Careers hub Network, the Central London Careers Hub supports the delivery of CEIAG at Ormiston Latimer Academy. We are provided with an Enterprise coordinator and an Enterprise Advisor with whom we regularly review, evaluate and develop the offer. Working in collaboration ensures we move towards continually meeting the 8 Gatsby Benchmarks.

### Construction Youth Trust (CYT)



CONSTRUCTION  
YOUTH TRUST

The Construction Industry Youth Trust (CYT) is a charity established in 1961 by members of the construction industry and allied professions. The Trust's aims are to support young people with an aim of inspiring and enabling young people to overcome barriers and discover a career in the construction and built environment sector. The collaboration with Ormiston Latimer started in summer 2019, when the Construction Youth Trust delivered a successful community project for young people. This led to the inception of a programme which would see the delivery of whole school sessions focusing on Maths, STEM, Team building, Interview prep (Mock interviews/CV writing) workplace visits, and work experience. Learners complete a comprehensive workbook to attain their Level 1 Health and Safety qualification as well preparing for their CSCS card test. Our work with CYT been commended by the Duke of Gloucester, himself a qualified architect and who serves as patron, for the work done with young people around careers engagement during the lockdown.



### Targeted Prevention Team (TPT)

The Targeted Prevention Team (TPT) is the Royal Borough of Kensington and Chelsea's (RBKC) specialist service for young people. TPT offers support, mentoring and coaching to young people who are Not in Education, Employment or Training (NEET) or at risk of becoming NEET, identified whilst still at school including those younger than 16 years and living in RBKC.

For Ormiston Latimer the team deliver 12 weeks programmes incorporating information on Post 16 pathways, apprenticeships, identity, Interview skills presentation, economic development, wellbeing and stress management, Individual one to one guidance sessions. In the Spring of 2023 77 learners accessed the resource achieving AQA award accreditation in interview skills, social gaming fashion.

### How Careers is embedded in the curriculum

At Ormiston Latimer Academy CEAIG is embedded into the curriculum through largely through PSHE but also through STEM lessons and the construction syllabus. These subjects are delivered all year round. There is a particular focus on attending Careers fairs in the spring term. We keep abreast of these career-related activities events taking place locally and nationally and will visit these events with learners as part of our strong commitment to preparing your students for their post-secondary education and careers. These events offer valuable guidance, networking opportunities, and exposure to the various career paths.

We invite employers/partners from the community to share their experiences and insights with learners and view this as a valuable opportunity for learners to hear about different industries and professions first hand. Additionally, by tailoring programmes such as those delivered by the TPT to align with students' interests and aspirations, we ensure that they receive relevant and personalized guidance. This approach supports learners to explore their career options, understand the skills and qualifications required, and make informed decisions about their future paths. This personalized approach enhances learners' engagement and motivation as they see the relevance and applicability of the career guidance being provided. These efforts will undoubtedly contribute to learners' readiness for the post-16 transition and their future success.

### Work Experience

We are continually seeking work experience opportunity for our learners in Yr 10 & 11. And have taken advantage of opportunities created by local partners including the local authority. Where learners have arrangements in place on arrival or can create opportunities through personal links, we will always support through liaison and communication with employers to ensure proper protocols and safeguarding arrangements are established.

### Case Study 2023

The Careers Lead and a legal firm planned a series of experiences for Year 10 pupils in the summer term. In the first week, pupils attended a stone sculpting workshop at school which was creative and enjoyable for them, whilst allowing the employer to see how they responded to unfamiliar situations. The following week, pupils went to a local heritage site where they explored examples of craftsmanship in stone. Following these two sessions, pupils are going to be invited next academic year to attend a 1-day workplace visit where they can experience the corporate world in a leading global law firm.

### How we judge Progress

At Ormiston Latimer we judge progress through process of evaluation and review. We utilize the Compass Careers Benchmark Tool to compare specific aspects met across the whole school. Results can determine how many aspects of the Gatsby benchmarks have been partially or fully met, identify strengths and weaknesses as well as determine areas for

Other areas of review may include:

- **Program Goals:** Determine if the program has successfully achieved its intended goals, such as improving participants' skills, knowledge, or career prospects.
- **Participant Feedback:** Gather feedback from program participants to gauge their satisfaction, learning experience, and whether the program met their expectations.
- **Post 16 Progression:** Measure the program's effectiveness in helping participants secure post 16 destinations. Each year, Yr 11 learners are attached to an academic mentee who will support with the discussion around targeted support, Yr. 12 destinations, cv writing and college/apprenticeship/ internship applications. Learners of concern are referred to the local authority Targeted Prevention Team for early intervention.
- **Alumni Success:** Assess the long-term impact of the program by tracking the success stories and career progress of past participants. Data in this area is also tracked by the local authority at various census points. Similarly we will continue to support learners in the placements they are in.
- **Employer Engagement:** Evaluate the program's ability to establish relationships with employers and industry partners, ensuring that the program aligns with industry needs and demands.

### Compass +

Compass + is the system that we use in order to document the multiple areas of individual student progress. This Program will show us different Gatsby Benchmarks that we are reaching and can also be used to generate reports.

### Our Careers Team

Jim Saint Ruth (Teacher of Science and Careers Lead)

Suneeta Marecheau (Student Services Manager with strategic responsibility of Careers delivery)

Nick Nurock - Enterprise Advisor



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Careers Lead for September 2023 – Mr. James St Ruth

	Objective	Achievements	Areas for Development Issues	Next steps 2023/2024
CEIAG for OLA Students	<p>To ensure that all current year groups, 8-11 are introduced to and offered effective careers guidance.</p> <p>To ensure consistency of procedures with new arrivals.</p>	<ul style="list-style-type: none"> <li>• All learners access CEIAG through direct subject delivery i.e. PSHE, STEM lessons or partner presentation.</li> <li>• Yr 10s will discuss career options when picking option subjects</li> <li>• Yr. 11s have allocated Careers interview slots on their timetables</li> <li>• Partnership with LA partners continue (TPT, DOT) including new developments with EBP</li> </ul>	<ul style="list-style-type: none"> <li>• Greater partnership with local EBP</li> <li>• Expand W. Exp offer</li> </ul>	<p>School Improvement partner/ Chair of Governors to establish links.</p>
KS4 Careers Guidance	<p>To ensure all students have a realistic expectations of what post 16 entails (apprenticeships, training, employment and FE)</p> <p>To explore and match pathways in accordance to their academic capabilities</p>	<p>OLA NEET Tracker established and shared with relevant LA partners to ensure early intervention and support with Post 16 transition.</p> <p>Ensure academic mentees established in a timely manner.</p> <p>To ensure that an up-to-date tracker is completed and reviewed across OLA</p> <p>To ensure relevant contact is made to support the post 16 transition for all students</p> <p>Incorporate work experience opportunities for Year 10 learners.</p> <p>Curriculum links made to the World of Work</p>	<p>Greater mapping of Gatsby benchmarks against curriculum areas and enrichment program.</p>	<p>Thematic linking of careers to the curriculum with explicit career pathway links established.</p> <p>Learner questionnaires/feedback demonstrates a positive regard towards CEIAG delivery and support.</p>

	Objective	Achievements	Areas for Development	Next steps 2023/2024
KS3 Careers Guidance within the curriculum	To incorporate Careers within the curriculum (Core subjects and vocational)	Greater partnerships offering CEIAG opportunities to KS3 learners including partnerships with CYT and other maintained school delivering life and employability skills.	To introduce careers in to curriculum from years 7-9 to help prepare cohort for Year 11 and post 16.  Continued development of partnership opportunities	Greater use of CEIAG/industry insiders/employers providing impartial advice and guidance.
Compass Tool/ Planning/Organisation	Continue use and review and evaluation of progress to identify areas for improvement.  Ensure time is ring fenced for focus on individual assessment areas in each benchmark.  Develop schedule of support that involves all staff to create a greater “buy in” from learners.			
Gatsby Benchmarks	To increase scores in all areas of Gatsby Benchmarks (1,-8) by end of 2024.	Increased percentage scores achieved in all 8 areas	SLT support  Increase learners’ evaluation date  Improve tracking of individual experience  meaningful experience of a workplace by the end of year 11  increased meaningful encounters with Higher Education Providers	SLT review and support increased  CEAIG information updated ion website  Increase engagement with employers. Internal  Facilitate in house or external careers fair
A Stable Whole School Careers Programme	To deliver a whole school Careers Programme by the end of 2024 to meet the Ofsted Statutory requirement	Whole school programme in operation	Evaluation and compass report show improvements in all areas	Develop forum of senior leaders and staff to strategize next steps

