

# Co-op Academy Broadhurst

## Careers Strategic Plan



September 2024- July 2027



### **Vision**

At Co-op Academy Broadhurst our vision for the development of CRL is to provide the very best opportunities to enable our pupils to broaden their horizons and raise aspirations. We teach our children essential skills for success that will support employment outcomes. We want our children to see a clear link and purpose between their learning experiences and their future. Our program promotes equality of opportunity, gives exposure to the world of work, celebrates diversity and challenges stereotypes.

### **Co-op Values**

#### Do what matters most

What matters most is ensuring that our students achieve the best possible outcomes.

#### Be yourself, always

We bring our best self to work, so that we each contribute a bit of our own unique Co-op difference, and respect others for doing the same.

#### Show you care

We care about our Co-op, our colleagues, our members, our students, their parents and communities, now and for the future.

#### Succeed together

Co-operating is what makes us different; we're better and stronger when we work together.

### **Our core purpose**

- To have a strong and inspiring CRL curriculum that offers high quality modern career provision with clear intent, implementation and impact.
- To have clear and transparent pupil 'career learning journeys' that demonstrate progressive and well planned intended learning outcomes to support each and every student to have high aspirations, challenge stereotypes and impact on their future life choices
- To support pupils to understand how the skills and knowledge they gain in school will be relevant throughout their life

## Key strategic objectives

1. To achieve the Skills Builder Gold award, celebrating the importance of these essential skills
2. To develop parental involvement so that all pupils are supported to have high aspirations
3. To provide UKS2 pupils meaningful encounters with colleagues and alumni from post 16 providers (apprenticeships, sixth form, FE, HE and other training providers).

## Strategic Development Plan

### Strategic objective 1 : To achieve the Skills Builder Gold Award

Item	Area for development	Actions	Success criteria	Milestones	Monitoring / responsibility
1.1	All teaching staff to utilise the Skills Builder Hub	<ul style="list-style-type: none"> <li>● Baseline the pupils during autumn 1</li> <li>● Teach at least two sessions for 'Skill of the half term' per half term</li> <li>● Assess the progress made at the end of each half term</li> </ul>	Children to develop and progress through each of the essential skills and show their knowledge throughout their school life	Baseline check - end of autumn 1 Hub updates - end of each half term	SM
1.2	Embed the essential skills into each curriculum area	<ul style="list-style-type: none"> <li>● Staff to be clear about which skill is linked with which subject</li> <li>● Within lessons, the 'Skill of the Half Term' and specific skill step is referenced by the staff and the pupils</li> <li>● Each classroom to have a visual reminder of the skills and the skill step being focussed on</li> <li>● Medium term plans and slide decks to have essential skill visual cues</li> </ul>	Children can discuss the essential skills required during each subject area. They can refer to the skills and skill steps as and when appropriate	Pupil voice - end of each half term Monitoring of medium term plans - end of autumn 1	SM
1.3	All year groups to engage with the challenge days	<ul style="list-style-type: none"> <li>● Staff meeting to share plans for the challenge day</li> <li>● Share information and resources</li> </ul>	Staff and children carry out the Skills Builder challenge day and make reference to the skills.	Challenge day celebration event - summer 2	SM

		<p>to the staff</p> <ul style="list-style-type: none"> <li>Teachers to plan and organise the challenge day for their year group, appropriate for their cohort</li> <li>All classes to carry out the activities within the same week</li> </ul>	Children are aware of how the skills link to future careers.	Google Form - gather feedback from staff, parents/carers and pupils	
Strategic objective 2 : To develop parental involvement so that all pupils are supported to have high aspirations					
2.1	Promote CRL to parents/carers	<ul style="list-style-type: none"> <li>Newsletter to include skill of the half term, CRL related activities, achievement awards and essential skills homework</li> <li>Update and manage the school website with CRL related information</li> <li>Coffee and chat to include discussions about CRL and Skills Builder</li> <li>Celebration assemblies to share the 'Skill of the half term' awards</li> </ul>	Parents/carers attend events connected to CRL activities	Feedback from parents/carers after an event	SM JG
2.2	Invite parents/carers to engage with challenge days	<ul style="list-style-type: none"> <li>Invite parents to attend Skills Builder workshop</li> <li>Promote the challenge day via assemblies, Class Dojo and the school newsletter</li> <li>Pupils to create a 'showcase' of their learning throughout the challenge day which will be presented to parents/carers</li> </ul>	Parents/carers attend workshop, 'showcase' event and engage with providing feedback	Gather feedback from parents/carers after each challenge day and Skills Builder workshop - use Google Forms	SM
2.3	Include parents/carers in our directory of local employees/ employers	<ul style="list-style-type: none"> <li>Ask parents to complete questionnaire using a Google Form</li> <li>Analyse the information and identify which careers correspond with which year group based on the curriculum</li> <li>Map out possible encounters for</li> </ul>	Parents/carers to engage with questionnaires. They are happy to attend Q&A sessions across the school to support pupils' understanding of different careers and career paths	Parent questionnaire - autumn 2 Directory of parent/carer information - spring 1 Parent/carer feedback forms after Q&A sessions	SM

		<p>each half term</p> <ul style="list-style-type: none"> <li>Contact the parents/carers and make arrangements</li> </ul>			
Strategic objective 3 : To provide UKS2 pupils meaningful encounters with colleagues and alumni from post 16 providers					
3.1	Arrange visits to FE and HE providers	<ul style="list-style-type: none"> <li>Contact the relevant staff to organise the visits</li> <li>Y5 pupils visit Connell College</li> <li>Y6 pupils visit Manchester University</li> </ul>	Children attend visits to FE and HE and are inspired by future career paths.	Pupil feedback forms after each visit	SM JG
3.2	Invite ex pupils to share their experiences and career pathways	<ul style="list-style-type: none"> <li>Contact ex students and organise question and answer sessions with KS2 year groups</li> <li>Map out when these encounters will happen throughout the year</li> </ul>	Ex pupils are happy to attend Q&A sessions across KS2 to support pupils' understanding of different careers and career paths	Gather feedback from ex pupils and KS2 children after each encounter	SM JG
3.3	Investigate different apprenticeships available	<ul style="list-style-type: none"> <li>Use online resources to delve into the range of apprenticeships available</li> <li>Invite a colleague to discuss the options for apprenticeships</li> </ul>	Pupils are aware of the options available, can explain these and can begin to think about the pathways they can follow	Pupil voice - summer 2	SM JG

### Current analysis of Career Provision

Skills Builder Bronze Award - achieved in 2022

QinC report - achieved Primary Careers Award in 2023

Skills Builder Silver Award - achieved in 2023