



Ark Blake Academy

'Empowering our pupils to take responsibility and seize greatness.'

Careers Policy

2022-2023

"No bird soars too high, if they soar with their own wings."
William Blake, 1789

PURPOSE

This policy outlines the Ark Blake Academy careers provision for the academic year 2022-2023.

Date of last review:	February 2023	Author:	Principal & Vice Principal
Date of next review:	June 2023	Owner:	Principal & Vice Principal
Type of policy:	<input type="checkbox"/> Network-wide <input checked="" type="checkbox"/> Tailored by school	Approval:	Project Board
School:	Ark Blake Academy	Key Contact Names:	Peter Shaw Daniel Opoku
Key Contact Email:	Peter.Shaw@arkonline.org	Key Contact Phone:	

ARK MODEL

Component	Element
<input type="checkbox"/> Strategic Leadership & Planning <input type="checkbox"/> Monitoring, Reporting & Data <input type="checkbox"/> Governance & Accountabilities <input type="checkbox"/> Teaching & Learning <input type="checkbox"/> Curriculum & Assessment <input type="checkbox"/> Culture, Ethos & Wellbeing <input checked="" type="checkbox"/> Pathways & Enrichment <input type="checkbox"/> Parents & Community <input type="checkbox"/> Finance, IT & Estates <input type="checkbox"/> Our People	Personal Development Offer

Beliefs, Vision, Mission & Values

Beliefs

At Ark Blake Academy, we believe that each of our pupils is born with unique potential for greatness which they can take responsibility to achieve. We believe that by working hard and living according to Ark Blake's values, our pupils can seize greatness, lead lives that bring fulfilment and strengthen their communities.

Vision

Ark Blake will provide an excellent academic education, built on foundations of strongly held values. We will empower our pupils to take the responsibility to 'seize greatness', achieve academic excellence and flourish as knowledgeable, confident, articulate, responsible citizens, who live according to Ark Blake values.

Mission

All our pupils will fulfil their unique academic and personal potential. Every pupil will live according to Ark Blake's values and go on to university or follow the rewarding career of their choice.

Values

At Ark Blake Academy, our values will be strongly held and central in all that we do. Our school aim reminds us that it is by living according to our values that we can lead fulfilling lives and strengthen our community.

Ark Blake's values are:

- Bravery; seize greatness, even if you feel fear
- Leadership; positively influences others to seize greatness
- Aspiration; aim high and don't accept less than greatness
- Kindness; greatness does not come without humility, empathy and generosity
- Endeavour; seizing greatness takes time, effort and determination

Our values will be talked about at every opportunity and will be the basis for the character traits that we expect our pupils to show. Our pupils will be brave and ready to take the opportunities life presents. Our pupils will show leadership, taking the initiative and leading by example. Our pupils will be aspirational, aiming high and knowing that high expectations and hard work pay off. Our pupils will be kind in word and deeds, recognising that all are worthy of respect. Our pupils will show endeavour, working hard and navigating obstacles in their way while maintaining a positive attitude.

Our school aims also expresses our belief that each of our pupils is born with the unique potential for greatness for which they can take responsibility to achieve. In addition to our five Blake values, we will teach our pupils that it is through taking responsibility that they can apply all they have learned to build a fulfilling life and have positive impact on their community and the world around them.

Ark Network's 'Six Pillars'

Ark Blake Academy, like all of the Ark Schools across the network, has a clear 'DNA' for a successful, thriving school. We call these 'Our Six Pillars'.

While each Ark school has its own ethos and character, they all draw upon the same principles – 'Our Six Pillars' – in support of our shared mission to transform lives through education. These are the 'Six Pillars' in Ark Blake Academy.

i. High Expectations

Each Ark Blake pupil and member of staff will aspire to 'seize their greatness' and excellence and in every aspect of Academy life. We will share the highest expectations for the academic and personal achievement of each pupil. Pupils will understand the opportunities that a successful school and university education offers them in terms of careers and quality of life, and they will aspire to succeed.

ii. Excellent Teaching

Ark Blake Teachers will be subject experts with an excellent understanding of the intellectual journey they are taking their pupils on. Through weekly CPD and Coaching, they will master the skills of our 'Teaching Tenets. They will inspire and challenge pupils to excel academically on a path toward 'greatness' in that subject. Pupils will feel supported and clear on how to improve, therefore making excellent progress.

iii. Knowing Every Child

Each of Ark Blake's pupils will live according to our BLAKE values. They will develop the character, based around these values that will support their academic achievement and personal development. They will become knowledgeable, confident, articulate, responsible and successful citizens, able to flourish in society and lead fulfilling lives. Pupils will work hard, aim high and be confident and resilient on the journey to success.

iv. Depth and Breadth

Ark Blake will teach a knowledge rich, academic curriculum. It will also be broad and balanced, educating the whole child. We will teach powerful knowledge, domain-specific skills in each subject area, providing a strong foundation for further study. The Four Facets of our curriculum will also set the foundation for excellence in Knowledge, Skills, Character and Health. There will be abundant opportunities for enrichment.

v. Exemplary Behaviour

Ark Blake will provide a positive, calm, focused and purposeful learning environment. Behaviour will always be respectful and considerate. Exemplary standards will be established through consistency of expectations, routines and explicit teaching of expected conduct, Character and key learning dispositions. Pupils will behave according to our values. We reward BLAKE value rewards to celebrate and reinforce good conduct.

vi. Always Learning

Ark Blake's staff will be systematically trained and coached in best practice and will flourish within high performing teams. Staff will take the responsibility to continually improve their practice and lead the daily journey to 'seize greatness' in our school and network. Pupils will continue learning beyond the classroom. They will develop their passions, interests and character through a high-quality enrichment and extra - curricular programme.

Careers Education Leads:

(Vice Principal): D.Opoku@arkblake.org

Mr Cusack (Head of Humanities and Careers Lead) C.Cusack@arkblake.org

Summary of Provision:

Ark Blake Academy's Careers Education provision is designed to raise aspirations, challenge stereotypes and encourage pupils to consider a wide range of rewarding and fulfilling careers. We aim to support all our pupils in achieving our school mission and leaving Ark Blake Academy to go on to attend university or to directly enter a rewarding career of their choice. We will do this by ensuring:

- The development of the habits, skills and mindsets required to be successful at university and in professional life;
- That pupils have access and exposure to a wide range of career role models to broaden their awareness and to build academic and professional aspirations;
- That pupils will be provided with high quality advice and guidance about their next steps at crucial transition points, including at age 14, 16 and 18.

Each school year, pupils study Careers Education units in Character / PSHCE lessons. Please find the Careers Curriculum Content for each year group in our PSHCE Policy and Personal Development Curriculum Map.

The school's Careers Education offer is audited each year in relation to reaching the Gatsby Benchmarks, where we use the Compass Careers Benchmark Tool to support us in auditing provision. We are expecting to meet all eight benchmarks in 2022/23. The objectives are to:

- Develop a broad understanding of the world of work and an ability to respond to changing opportunities
- Develop independent research skills so that they can make good use of information and guidance
- Develop and use their self-knowledge when thinking about and making choices
- Develop the skills needed to review achievements, plan future actions, make decisions, present themselves well and cope with change and transition
- Facilitating meaningful encounters with employers
- Supporting positive Post-16 transitions
- Encouraging participation in continued learning, including further and higher education and apprenticeships
- Supporting inclusion, challenging stereotyping and promoting equality of opportunity
- Develop strategies for raising achievement

Independent Advice and Guidance

All schools should provide independent careers guidance from Years 8 -13 and that this guidance should:

- Be impartial
- Include information on a range of pathways, including university options or apprenticeships

- Be adapted to the needs of the pupil

All pupils by the end of Year 9 explore sixth form, colleges, universities, careers and apprenticeships through the digital learning platform, Unifrog. Pupils have independent profiles, and are able to amass knowledge through directed tasks and activities. Pupils are supported by their Head of Year and SLT members, and where appropriate, the careers leaders, to research which subjects are essential for their possible career path. There are specific careers focussed links in curriculum subjects that will be shared through display, and are evident in curriculum planning. From year 10 onwards, pupils will be offered a yearly career focussed session with the careers leader or qualified careers guide.

Date of Next Review

We monitor provision using data from a variety of sources, including pupil voice and Student Council feedback. This information will next be reviewed in July 2023 (following Ark audit).

Notes

The careers provision at Ark Blake Academy is in line with the Statutory Guidance developed by the Department for Education, which refers to Section 42A, 42B and 45A of the Education Act 1997 and Section 72 of the Education and Skills Act 2008.

In addition, the school is compliant with the careers guidance that the government set out for delivery from 5 January 2018: 'Careers guidance and access for education and training providers' as well as 'Careers Guidance and Inspiration for young people in schools.' This states that all academies must give education and training providers the opportunity to talk to pupils about approved technical qualifications and apprenticeships. New guidance from January 2023 also details that schools must provide at least six encounters for all their students, during school years 8-13.

- 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 guidance also details minimum information that providers must give to pupils:

- information about the provider and the approved technical education qualifications or apprenticeships that
- the provider offers information about the careers to which those technical education qualifications or apprenticeships might lead
- a description of what learning or training with the provider is like
- responses to questions from the pupils about the provider or approved technical education qualifications and apprenticeships

This is in line with our provision, where we currently ensure that Year 9 pupils are exposed to two providers from Spring 2 to the end of their KS3 experience, in line with our focus during National Careers Week in March, and the focus on Pathways following GCSE Options input. Additional opportunities for providers sharing are planned for Year 10, Year 11, Year 12 and Year 13.

Useful Careers Resources

iCould - [home - icould](#)

A range of video clips showing real people talking about their jobs and careers.

National Careers Service - <https://nationalcareers.service.gov.uk/>

Information, advice and guidance to help students make decisions on learning, training and work opportunities. The service offers confidential and impartial advice. This is supported by qualified careers advisers.

Careersbox - <https://www.careersbox.co.uk/>

A free, online library of careers related films, news and information.

Careerpilot - <https://www.careerpilot.org.uk/>

Allows students to explore different job sectors and how they can study and work at the same time - even to university level.

Success at School - <https://successatschool.org/>

A website where students can explore careers, find information about top employers, and search for the latest jobs, courses and advice.

Careermap - <https://careermap.co.uk/>

Offers different career choices and qualifications across a variety of industry sectors. Students can also register to receive their Career Magazine to keep up to date with the job market and LMI information.

Apprenticeships - <https://www.gov.uk/topic/further-education-skills/apprenticeships>

The Government has created a dedicated apprenticeship website with a wide range of information to help young people decide if an apprenticeship is the right route for them.

Amazing Apprenticeships - <https://amazingapprenticeships.com/>

A leading organisation in the education sector, founded to tackle misconceptions about apprenticeships and promote the benefits.