

Careers Activities, Events and Promotion at Priory Community School Academy

2023-24

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Lizzie Wormald-Kelly – Careers Link Governor

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Our career programme

- Is written down
- Is approved by the board of governors
- Has the explicit backing of senior leadership
- Has resources allocated to it
- Has systematic monitoring in place
- Has both strategic and operational elements
- Is published on our school's website
- Is evaluated for effectiveness at least every 3 years
- Has an identified lead individual with strategic responsibility for overseeing the programme

Destinations

2022 Year 11 Progression:

- 91% progressed to a college for A Levels or vocational diplomas (Weston, Bridgwater & Taunton, SGS, Boomsatsuma, Access Creative, Winterstoke Hundred Academy and Bristol Robins Foundation)
- 3% went on to study A Levels at a Sixth Form (The King Alfred School Academy, Churchill Academy and Backwell Academy)
- 4% began an apprenticeship / work based learning.
- 1.5% furthered their education through traineeships or approved volunteering
- >1% NEET and support has been offered.
- >1% moved into employment without training and support has been offered.

2021 Year 11 progression:

- 82% progressed to a college for A levels or vocational diplomas (Weston, Bridgwater & Taunton, SGS, Boomsatsuma, Access Creative, WHA, Bristol Robins Foundation, etc)
- 13% progressed to a school 6th form (TKASA, Churchill, Backwell, etc)
- 3% progressed to apprenticeships
- >1% went to armed forces or approved volunteering
- >1% went into employment without training or NEET

2020 Year 11 progression:

- 86% went on to study A Levels or vocational qualifications at a college (Weston, Bridgwater & Taunton, SGS, Boomsatsuma, Access Creative, WHA, City of Bristol and Bath)
- 10% went on to study A Levels at a school 6th form
- 3% began an apprenticeship / work based learning
- >1% furthered their education through the Army, traineeships or approved volunteering
- >1% NEET

2019 Year 11 progression:

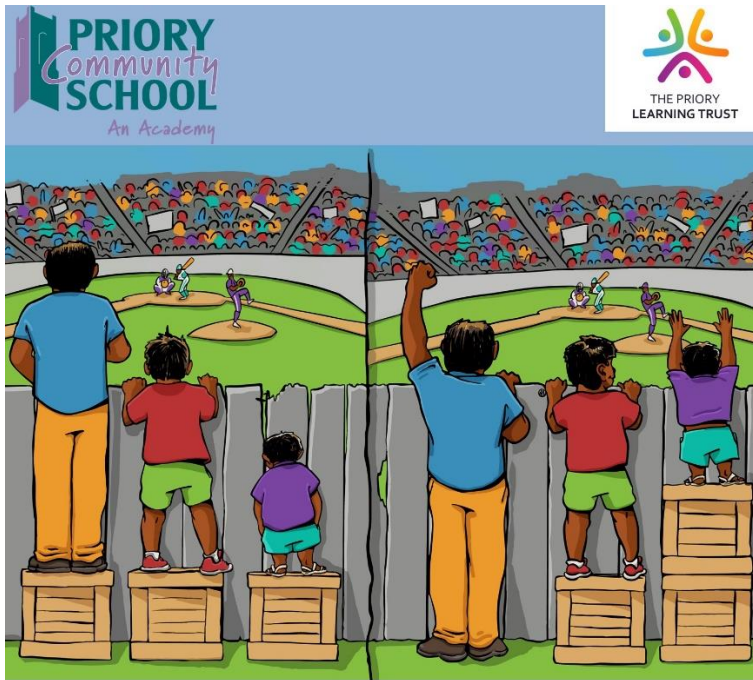
- 86% went on to study A Levels or vocational qualifications at a college (Weston, Bridgwater & Taunton, SGS, Boomsatsuma, Strode, City of Bristol and Bath)
- 6% went on to study A Levels at a school 6th form
- 5% began an apprenticeship / work based learning
- 3% furthered their education through the Army, traineeships or approved volunteering

2018 Year 11 progression:

- 86% went onto study A Levels or vocational qualifications at a college
- 7% went on to study A Levels at a school 6th form
- 3% began an apprenticeship / work based learning
- 4% other training and employment



PCSA students progress to a wide range of 6th forms, colleges, armed forces & apprenticeships."



Whatever your need, we support ALL students, their families & community with high quality career events, activities and meaningful conversations."

Priority groups-

All students are welcome and encouraged to engage with The Careers Team but specific groups of students are considered a priority:

RONI (Risk of NEET) – All Year 11 students. 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. We can meet students from all other year groups if referred by families, teachers, tutors or pastoral staff.

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.

Young Carers – Year 10 and 11 Additional support is given to students with caring responsibilities. This could be sending resources home if parents can't attend events/ activities, helping source work experience placements or facilitating trips to open evenings for post 16 exploration.

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). Specific targeted aspirational trips e.g UWE.

SEND – All Year groups. The team works closely with The SEN Team to provide additional support for students during their time in school, participation in careers events and to facilitate transition to post 16 study. Students needing additional support with college transition are given support with applications, interviews and exclusive taster days. Miss Silmon is a SEND specialist Careers Advisor.

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 facilitate University visits including Oxford, employer guidance, apprenticeship information etc.

Does it work? Yes! Historically, RONI and PP Students were hard to engage with, but are now strong supporters of the careers offer. PCSA's NEET figure for 2021 was less than 1%. Staff capacity now allows for further focus and support for these priority groups, specifically CLA, PP students, young carers and students with SEND.

121 interventions-

- All students are welcome to meet The Careers Team at any time.
- All priority group students have multiple 121s.
- All year 7 students have a 121 as part of their interview challenge.

- Year 9 students are encouraged to have a 121 to discuss their options. This offer is also open to families.
- All year 10 students have 121s on a weekly basis during the work experience planning period until their placement is confirmed.
- All Year 11 students have progression 121s on their own and/or with their family until progression plans have been agreed. Actions plans are created and sent home.

Does it work? Yes! The careers office has great footfall. Pre-booked appointments are well attended as students are generally taken out of class for appointments. Work experience participation was at 100% in 2023. Student progression is 100% robust and all students have at least one post 16 destination available to them. A central spreadsheet of IAG interactions is kept to give an accurate picture of the service provided. All PP year 11 students are seen in term 1 to assist with focus and drive in the lead up to exams. Information from these was passed to year heads to ensure a collaborative approach.

Case study: Amelia was seen for an initial 121. Throughout year 10 and term 1 of year 11 she had taken part in two taster days, work experience and continued with extended work experience. All of these experiences have assisted in her ambitions to own her own hair salon and she now has a clear idea on the progression route needed to achieve this.

Referrals-

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

Does it work? Yes! Student attendance for 121 appointments is very high. Staff are happy to allow students to visit the careers office during teaching time as they are confident that it is time well spent.

Venue-

- The Careers Team is fortunate to have a dedicated meeting space full of resources, inspirational quotes, free of clutter and an open door policy. Students must never knock!
- 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. We record and maintain records of 121 attendance and participation in our events and activities.
- Priory Community School Academy 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 as well as informal support and mentoring to other Careers Leads and Advisors across the country.

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 reduces 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. Appointments with parents are available face to face or google meet.
- The Careers Team also passes on important information and can field enquiries in assemblies, via social media, the school website, a monthly careers bulletin, as well as Weduc and the new dedicated careers Youtube channel. Other engagement is on a group basis, for example attendance at careers events, guest speaker drop ins, workshops, trips etc.
- Thursday careers tutor time – a dedicated 20 minute session every week to deliver messages, engage students with alumni, employers and post 16 providers in person and via google meet as well as compete dedicated careers exploration activities while educating students with correct and up to date labour market information.

Does it work? Yes! Students feel comfortable engaging with The Careers Team. Staff also appreciate our short and snappy interventions in assemblies. 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 face to face or online. Parents also access the service for their own career development. PCSA has launched a second tutor time at the end of the school day where we have dedicated time to deliver careers once a week. Feedback is very strong and we respond to any suggested improvements collected via a bi-annual feedback questionnaire posted on google classrooms and sent home to parents.

Early Intervention-

- As part of our commitment to engage with students as early as possible to help them make the most from school, our Year 7 students are encouraged to participate in both on and offsite careers events and activities.
- Prior to this, year 5 students from our primary schools within TPLT are mock interviewed. These activities aid transition to PCSA and raise aspirations from an early age.
- Year 7 participate in the annual 'Interview Challenge' where they produce a CV, practice interview skills and apply for their dream job. The Careers Team and Sixth Form students from TKASA interview each student by helping them explore their existing skills, identify skills to develop and reinforcing the message of kindness, bravery and curiosity as winning attributes for life.

Does it work? Yes! Attendance at careers events is very high and feedback is very positive. The interview challenge was a great success and the students thoroughly enjoyed the experience. Parent feedback was outstanding. Case Study: Year 8 student Grace attended the Careers Convention at PCSA. She spoke to every exhibitor there and developed her confidence, curiosity and bravery along the way! Now in year 11, she has completed work experience and is approaching employers for apprenticeship opportunities



Visit the annual careers convention to learn about life after school."



Visit the annual careers convention to learn about life after school."



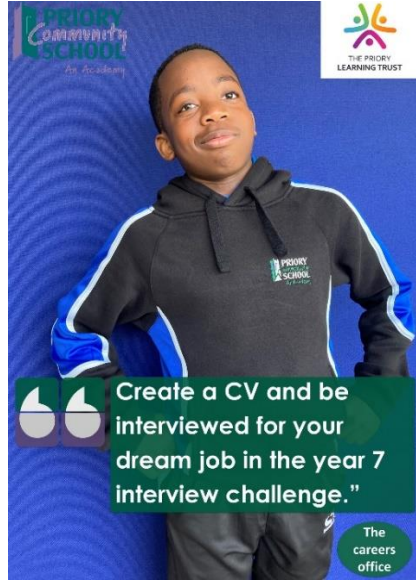
Explore different careers and plan your next steps beyond school during Thursday afternoon tutor time."



Attend online assemblies in year 10 & 11 tutor time to learn about all of your further education options."



Year 7! Take the buzz quiz to find out your strengths, what makes you tick, which careers suit you best & what animal you are most like." <https://icould.com/buzz-quiz/>



Create a CV and be interviewed for your dream job in the year 7 interview challenge."



Listen to inspirational speakers & take part in careers related tutor time activities all through National Careers Week 2022."



Join Junior & previous PCSA student Clayton in a resilience & positivity assembly on Monday morning to kick off National Careers Week."

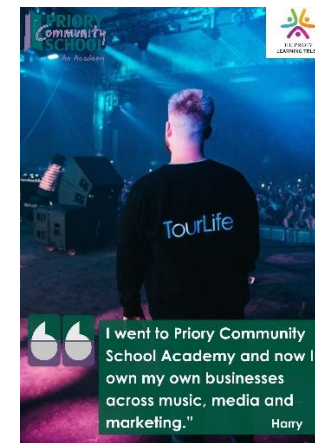
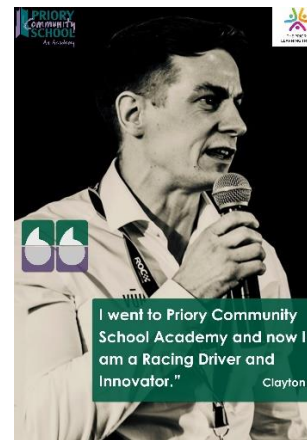
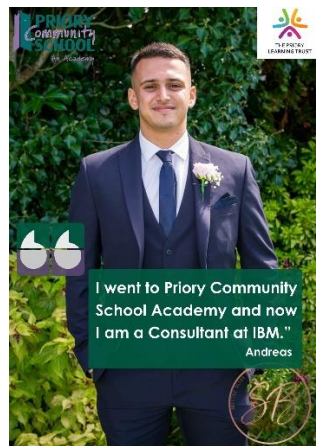


I am a future Foster Carer." Year 5 Interview Challenge 2021

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 attendance at 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, assemblies and support with mock interviews as well as guest speakers, careers conventions and more. Their first-hand experience is vital to raise awareness of labour market information in a real world context.

Does it work? Yes! Employer engagement is at an all-time high. Over 200 employers supported the Year 10 WEX programme in 2023. All Year 10 students have at least 1 week of WEX. 55 employers supported the Year 10 mock interview day. In 2023 all Year 10 students participated. Alumni also visit the students to talk about their own education and career choices. 20+ alumni engage with the school to deliver virtually to students in assemblies, subject specific classes or Tutor Time drop-ins. The Army and Navy have both visited the school this year. Feedback from students, staff and parents is extremely positive regarding the contributions that our local employers make.



Further Education-

- We have a completely impartial relationship with local colleges, 6th forms and apprenticeship providers.
- All Year 10 students attend college taster days to explore study options and learn more about labour market information led career pathways.

- All students receive at least two FE focussed assembly per year promoting A levels, T Levels, Diplomas and Apprenticeships. A parent information evening is also held covering these topics for year 10 and 11 students
- College summer school and half term activities are promoted to students and their families through various means.
- College and 6th Form open evenings are promoted to students and their families through various means.
- We communicate with colleges on a regular basis to review and develop the range of activities and events.
- This year we hosted an Apprenticeship Academy with support of local independent training providers and employers to support student considering apprenticeships following year 11.

Does it work? Yes! Student attendance at offsite college events is higher than our neighbouring schools. Colleges, 6th Forms and Training Providers attended the 2023 Careers Convention here at PCSA which was greatly attended by PLT students.

Apprenticeships

Join the period 6 Apprenticeship Academy for 121 support with finding an employer."

Attend online assemblies in year 10 & 11 tutor time to learn about all of your further education options."

Visit King Alfred 6th Form to explore your 'A' level options after year 11."

All year 10 students attend a taster day at college to explore their next steps beyond school."

Higher Education-

- University outreach has a strong presence at our annual careers convention
- All Students receive at least 1 university focussed assembly per year
- Guest speakers from Russell Group Universities including Oxford and Cambridge visit the school. Talks are held in the early evening to encourage parent attendance.
- Visits to local Universities are encouraged for all students and their families. Open days and events are promoted in the monthly careers bulletin.
- Student visits to universities are also arranged for specific students in specific faculties/ groups for example a year 11 HE trip to Bristol and a high achieving trip to Oxford this year.

Does it work? Yes! During a recent visit to a leading University, 2 of 14 students voiced an intention to apply. On the return trip all 14 had raised their aspirations sufficiently to want to apply. We are fortunate to also 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. Case study 1: At a recent trip to Oxford we met with a PCSA alumnus who had completed his degree at Bristol and is now studying his Masters in Computer Science at Oxford. Case study 2: The student who achieved the highest grades at TKASA sixth form (part of The Priory Learning Trust) was a PCSA alumnus this year. He went on to study Physics at Warwick.



Visit Oxford and other prestigious universities."

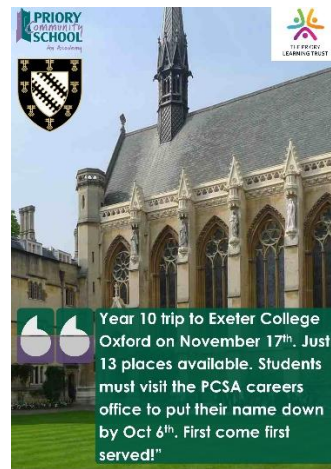
the careers office



Visit Oxford and other prestigious universities."



Meet Rosie from Trinity Hall, Cambridge to learn about life at one of the world's most prestigious Universities." Wed Oct 19th at 11.30am in the PCSA hall. Email for a place-james.wilmot@theplt.org.uk



Year 10 trip to Exeter College Oxford on November 17th. Just 13 places available. Students must visit the PCSA careers office to put their name down by Oct 6th. First come first served!"



Visit Weston's local University UCW on open evenings & family days to learn all about higher education."



An annual year 10 trip to UWE for ALL PCSA pupil premium students."

UWE Bristol

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 for students to participate in to build confidence, self-esteem and friendships.
- Students are encouraged to engage with local youth councils and local charity organisations.
- The North Somerset NEET Team make themselves available to provide further support to students at risk of NEET.
- The National Careers Service offer is also included in the monthly bulletin.
- Students with social anxiety and at risk of bullying are welcome to spend time in the careers office as a safe space.
- Students have the opportunity to write and publish their own books with the support of published author and a US based publisher.
- Biannual Hero Awards and prizes in conjunction with The Grand Pier are awarded to students for acts of kindness at school, home and the community. Parents are invited to an evening event showcasing their child's kindness.
- The National Citizenship Service engaged with all Year 11 students and provided a full 2 week programme in June 2020 as well as optional Skills Booster sessions in school
- The school links with the BigWorle community centre and The Stable to promote their events and activities.

Does it work? Yes! Our Students have a strong reputation in the town for their community mindedness. The Careers Office is a frequent space for students to visit for quiet time. The hero awards run biannually with great nominations. The students have now published their 10th bestselling eBook.

PRIORY Community SCHOOL
An Academy

THE PRIORY LEARNING TRUST

Become a Lifeguard and save lives at Hutton Moor Leisure Centre.”

the careers office

PRIORY Community SCHOOL
An Academy

THE PRIORY LEARNING TRUST

Build your confidence, communication and leadership skills with The National Citizen Service.”

PRIORY Community SCHOOL
An Academy

THE PRIORY LEARNING TRUST

Join the Youth Council, Weston Eagles and Big Worle to make your town a better place.”

WESTON EAGLES | Big Worle | Weston-super-Mare Town Council

PRIORY Community SCHOOL
An Academy

THE PRIORY LEARNING TRUST

Supporting CHARLIE'S MEMORY | FREE | 11-14 YEARS | 15-18 YEARS

GOOD NEWS FROM WESTON AND WORLE
BY JILL DANDO NEWS CENTRE
STUDENT REPORTERS
Reporting Charity • Inspiring young people

Simply Brilliant

BREAKING NEWS...
PRIORY Community SCHOOL
Excellent GCSE results
Wide GCSE course choice
Dozens of after school activities

Join The Jill Dando News Team to build your journalism & writing skills.”

PRIORY Community SCHOOL
An Academy

THE PRIORY LEARNING TRUST

Join The Duke Of Edinburgh's Award to build your skills & confidence.”

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PRIORY Community SCHOOL
An Academy

THE PRIORY LEARNING TRUST

Christmas Stories
Short stories written by the students of Priory Community School.

Christmas Stories
Volume 2
Short stories written by the students of Priory Community School.

Christmas Stories
Volume 4
Short stories written by the students of Priory Community School.

Publish your own book and become a best selling author.”

Tales from the end of the world
Tales from the end of the world
HOW TO SURVIVE AND THRIVE
the careers office

PRIORY Community SCHOOL
An Academy

THE PRIORY LEARNING TRUST

Enter 'Dragon's Den' business and invention competitions.”

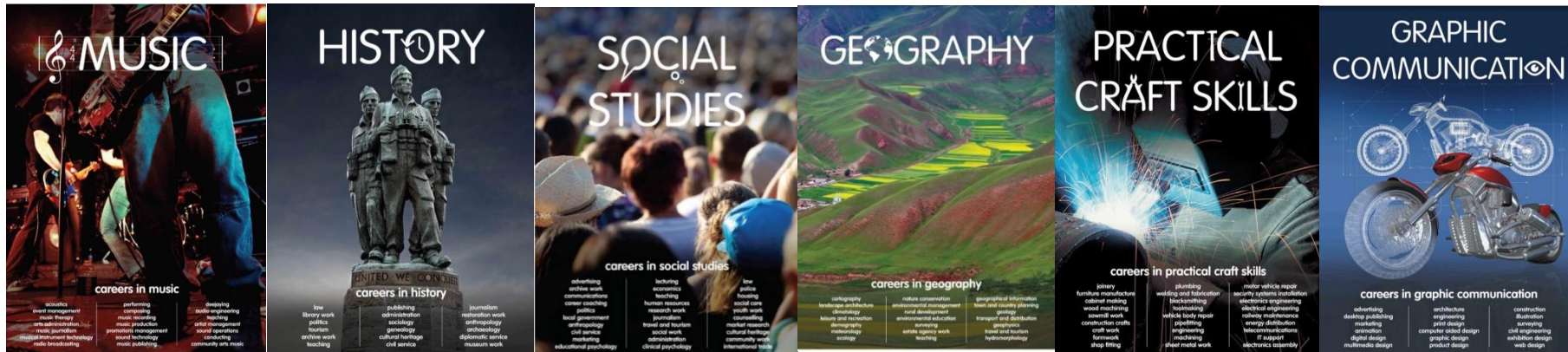
the careers office

Curriculum-

- Weekly brief to all staff includes a careers page with updates for all staff to pass on to students during the school day and a weekly newsletter sent to parents as well as Thursday afternoon tutor time which specifically focusses on the school's career offer.

- Financial awareness and money management is also built into curriculum and tutor time
- Curriculum careers posters and relevant alumni posters are present in all departments.
- Central Leaders have access to a suite of careers in curriculum resources created by the Careers Team to link curriculum to real world career paths.
- Weekly tutor time careers activities and a 'Job of The Week' run by tutors to link careers to curriculum.
- Pre-recorded interviews with alumni and employers for teachers to play in relevant curriculum areas.
- Annual training for teaching staff and trainee teachers to emphasise the importance of careers in the curriculum.
- During collapsed curriculum days the Careers Team are given time to put on whole year group, or even school events such as the Tyre Challenge, a whole day of entrepreneurial tasks, and Careers in Curriculum Day.

Does it work? Yes! During day 1 of the new year, several students from different year groups visited the careers office looking for more resources and information.



WHERE CAN BIOLOGY TAKE YOU?

- SPORT & FITNESS:** People are currently not too keen on sports in the school. The biggest advantage will be the higher earnings and the higher demand for young engineers in the industry to come.
- ENGINEERING:** People who are trained in engineering will have a high demand for young engineers in the industry to come.
- PHYSICS & CHEMISTRY:** People who are trained in physics and chemistry will have a high demand for young engineers in the industry to come.
- AGRICULTURE:** It's predicted that in the next few years, it's a job will have been created for science and research - leading to 145,000 new jobs in the next 10 years.
- RESEARCH & RESEARCH:** It's predicted that in the next few years, it's a job will have been created for science and research - leading to 145,000 new jobs in the next 10 years.

WHERE CAN CHEMISTRY TAKE YOU?

- SPORT & FITNESS:** People are currently not too keen on sports in the school. The biggest advantage will be the higher earnings and the higher demand for young engineers in the industry to come.
- ENGINEERING:** People who are trained in engineering will have a high demand for young engineers in the industry to come.
- PHYSICS & CHEMISTRY:** People who are trained in physics and chemistry will have a high demand for young engineers in the industry to come.
- AGRICULTURE:** It's predicted that in the next few years, it's a job will have been created for science and research - leading to 145,000 new jobs in the next 10 years.
- RESEARCH & RESEARCH:** It's predicted that in the next few years, it's a job will have been created for science and research - leading to 145,000 new jobs in the next 10 years.

WE LINK CURRICULUM SUBJECTS TO CAREER PATHS TO HELP ADD VALUE TO STUDIES AND GIVE STUDENTS MORE FOCUS...



Labour Market Information: West of England

Our Labour Market Information covers Bath & North East Somerset, Bristol, South Gloucestershire and North Somerset.

Recruitment figures for 2020

There are over 46,000 businesses in the West of England, employing around 627,000 people across a wide range of sectors.

Top occupations: Programmer/Software Development, Nurse, Care Worker, Managers, Sales.

Entry level: Construction, Catering, Retail, Nursing, Cleaners.

Graduate level: Biological Scientists, Business and Financial, Electrical Engineers, Sales, Mechanical Engineers.

Top skills required by employers: Teamwork, Collaboration, Software Engineering, Budgeting.

Most common jobs by sector in 2019:

- Retail 14%
- Health 14%
- Education 9%
- Scientific Services 9%
- Administration 8%
- Transport and Storage 8%
- Government 6%
- Manufacturing 6%
- Construction 5%
- IT 5%

Key growth areas for jobs: Software/IT/Digital, Engineering, Creative, Construction, Health and Social care, Professional Services, Business and Public Service Professionals, Low-carbon Economy.

For more information visit: The West of England Combined Authority website, LMI & Resources: West of England Combined Authority.

Study local Labour Market Information to enable informed career decisions for the future.

Employability-

- Mock interviews by employers are held for Year 10 students annually. Year 7 students are also mock interviewed by The Careers Team as well as year 5s!
- Employability skills are explored extensively in the tutor time programme across all year groups
- Apprenticeships academy to support with securing a vacancy
- 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.
- Student Priority Groups are given additional time and support to prepare for these key activities.
- All of these events and activities are in place to build employability skills and to help students learn to use labour market information to help guide their aspirations and plans.

Does it work? Yes! Many students leaving Priory had identified year 10 mock interview day as the most important day of their school life. Employer numbers supporting the event have increased significantly over the last 3 years with an outstanding 200% increase year on year. Feedback from employers and students was outstanding. Year 5 and 7 mock interviews ensure early engagement with the careers team and buy in for later activities. 100% of year 10 students participated in work experience week in 2022 and 2023. The range of work experience placements has increased significantly and students and parents fully understand it's importance. Many have progressed to part time work with the same employers and even Apprenticeships. Each year an award is given to the 'Work Experience Student of the Year'.

Zoom with me on Wednesday April 21st at 6pm to learn about NHS Apprenticeships."
 TKASA Career Lead, Weston Division of UH Bristol & Weston NHS Foundation Trust

Zoom with me on Wednesday May 19th at 6pm to learn about my career as a web designer while living my best life travelling Europe in a van!"
 Sarah, Owner of BrighterStudio

Zoom with me on Thursday 3.30pm to learn about my care and life of Bristol."
 TKASA Career Lead, Christy - Photographer, Filmmaker and Physics Masters Graduate

Meet amazing employers and learn about the world of work with regular zooms with TKASA 6th Form."

Get your dream job on year 10 mock interview day."

Get your dream job on mock interview day."

the careers office

Work for an employer and try out different careers during work experience week."

Work for an employer and try out different careers during work experience week."

Work for an employer and try out different careers during work experience week."

Work for an employer and try out different careers during work experience week."

Zoom with 'The Batman' & 'Chernobyl' actor Con O'Neill to learn about his career on stage & screen."

Parents-

- A monthly careers activity bulletin is created, uploaded onto Weduc and the PCSA website and Facebook page. This bulletin highlights relevant activities at school, colleges and the community suitable for all year groups and families.
- Following 121 appointments, action plans are agreed with students and fed back to parents where necessary.
- Parent progression information evenings for Year 10 & 11 students 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 parents' evenings are attended by The Careers Team.
- 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.
- Parents are welcome to attend family 121 sessions with their child

Does it work? Yes! Parental 'buy in' to the careers offer is at an all-time high and the feedback via a parent survey indicates that they value the information that is being sent home to them. Parents often contact the Careers Team for further guidance or to arrange a chat.

Feedback-

- Feedback is recorded and acted upon with improvements in place. Complaints are dealt with immediately.
- 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.
- We use a google form to collect feedback from all students and parents regarding the careers activities they take part in during tutor time and across the wider school.

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-inforce the existing activities which have been praised. Case study: Year 11 Progression Day – based on student and stakeholder feedback the day has been reworked and revamped multiple times over the past 4 years. 2020 saw this curriculum enrichment day used by Citizenship and PSHE due to feedback and need. Impact is always assessed, and the Careers Team will not organise/ engage with activities that are not proving to be of benefit to the students.

Last night the children had parents evening. So many of them were buzzing about the day. Parents were incredibly supportive too.

Thanks for the work you both did - the value they got from the experience was wonderful!

The (Future Primary School Teacher) found the whole process great. The job choice is down to @PMoorStAnnes and his influence on Charlie this year, but the interview process was a big success in our house. Thank you.

Learn all about the careers related events & activities happening in or near school in the monthly careers bulletin posted on the school website & socials."

@PCSAcareers
@PCSA_Careers
@PCSA Careers

Follow us on our social media channels for news about career related events & activities in or near PCSA."

The PCSA careers programme is packed with events, activities and 121s for all year groups."

Gathering & responding to feedback helps the PCSA careers programme constantly improve & develop."

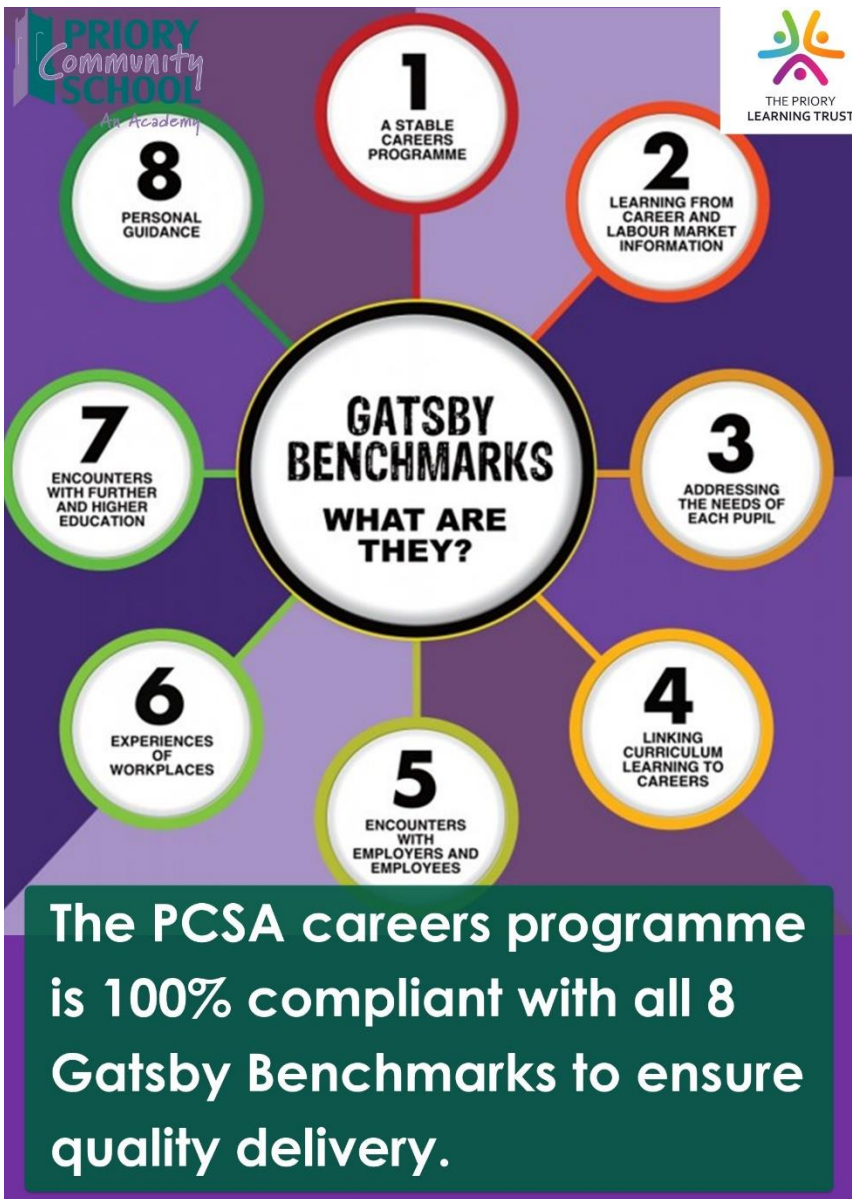
The Careers Team-

- The Careers Team is impartial at all times. A balanced relationship with local colleges is assured. They 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 office door 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, level 6 qualified, expert, impartial, enthusiastic and participate in reflective practice.
- SEND specialist

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 and we have been externally moderated with 100% compliance.
- Risk assessments are produced for activities on and offsite.
- Staff are appropriately 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 Learning Trust websites.
- PCSA works closely with an allocated Enterprise Advisor.
- PCSA is considered to be a centre of excellence and best practice is shared with visiting staff from other schools.
- PCSA is a key contributor to the North Somerset Careers Advisor Network to ensure activities and events are shared as appropriate.



Conclusion-

All Students leave PCSA 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.
- A knowledge of where they can find further support and guidance beyond school.

Further plans-

- We will continue to review events and activities and make ongoing improvements.
- We will continue to recruit a wider range of employers to work in partnership with and 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 students-

When you complete your time with a TPLT Primary School, you will have:

Created your first CV and attended your mock interview challenge with The Careers Team.

When you complete Year 7, you will have:

- Met your Careers Advisor, created a CV and attended your mock interview challenge with the Careers Team
- Had at least 4 encounters to learn about college, apprenticeships and university
- Met multiple employers and previous students
- Had the opportunity to visit a college or 6th form for an open evening
- Had the opportunity to visit our careers fair in person and our online careers convention
- Worked through careers activities every Thursday in tutor time
- Had the opportunity to call into the careers office any time

When you complete Year 8, you will have:

- Had at least 4 encounters to learn about college, apprenticeships and university
- Met multiple encounters with employers and previous students
- Had the opportunity to visit a college or 6th form for an open evening
- Had the opportunity to visit our careers fair in person and our online careers convention
- Worked through careers activities every Thursday in tutor time
- Had the opportunity to take part in careers related trips to college, university or an employer
- Had the opportunity to call into the careers office any time

When you complete Year 9, you will have:

- Had at least 4 encounters to learn about college, apprenticeships and university
- Met multiple encounters with employers and previous students
- Had the opportunity to visit a college or 6th form for an open evening
- Had the opportunity to visit our careers fair in person and our online careers convention
- Worked through careers activities every Thursday in tutor time
- Had the opportunity to take part in careers related trips to college, university or an employer
- Had the opportunity to call into the careers office any time to discuss your options

When you complete Year 10, you will have:

- Attended at least two college or sixth form open evenings
- Had at least 4 encounters to learn about college, apprenticeships and university
- Had multiple 1:1s with the Careers Team to discuss work experience and progression beyond school
- Completed a week of work experience
- Finished your CV and attended mock interview day

- Attended a College Taster Day trip with school
- Visited our careers fair in person and our online careers convention
- Worked through careers activities every Thursday in tutor time
- Had the opportunity to take part in careers related trips to college, university or an employer

When you complete Year 11, you will have:

- Visited the Careers Office for a progression meeting
- Completed college, 6th form and / or apprenticeship applications for your next step beyond school
- Attended application interviews at colleges and/or sixth forms with places offered
- A general plan of your career pathway
- Attended or had the opportunity to attend further college and 6th form taster activities on weekends or half term
- Attended at least two college or sixth form open evenings
- Had at least 4 encounters to learn about college, apprenticeships and university
- Visited our careers fair in person and our online careers convention
- Worked through careers activities every Thursday in tutor time
- Had the opportunity to call into the careers office any time to discuss your options beyond school
- Had the opportunity to access further help and support with your transition beyond school if you need it

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