



# **HARMONIZE ACADEMY**

## **CAREERS STRATEGY**

<b>STRATEGY WRITTEN BY:</b>	<b>PRINCIPAL/CAREERS' LEAD</b>
<b>DATE STRATEGY PREPARED:</b>	<b>SEPTEMBER 2016</b>
<b>DATE STRATEGY REVIEWED:</b>	<b>SEPTEMBER 2024</b>
<b>DATE FOR NEXT REVIEW:</b>	<b>SEPTEMBER 2025</b>

**Trust, Respect, Compassion, Forgiveness**

## **Harmonize Academy Careers Strategy 2024/25**

We believe that effective careers Education and guidance not only contributes to the well-being of individuals but also to the well-being of their families and communities, and to the wider society, businesses, and economy.

Harmonize Academy will work and create opportunities for students to overcome their adverse life experiences. Students will be able to make real careers choices to fulfil and realise their academic and careers- based potentials in this evolving world.

At the heart of our career's strategy is the belief that every student deserves the chance to shine. We are devoted to providing a supportive and adaptive environment where students can explore their passions, develop essential skills, and transition into adulthood with a clear, achievable path towards meaningful employment and community engagement. We aim to help every student smoothly transition from school to adulthood by providing the necessary career skills and life readiness training. Our focus is on ensuring that each student feels confident and prepared for the next steps in their journey towards independence.

### **Strategic Objectives**

1. Improve the quality of careers provision using the Gatsby framework
2. Review and renew Careers Policy yearly
3. Develop a robust career management system
4. Regularly review and refine the careers program based on feedback and outcomes to ensure its effectiveness and relevance.
5. To lower NEET rates by enhancing career guidance, providing targeted support, and ensuring effective transitions from education to employment or further training.
6. To ensure that students have experience in the work place  
(Work Experience).
7. Continuously use Compass + as a benchmark tool for monitoring Careers provision.
8. Taster Days for students
9. Complete Migration of START Profile to Xello & Cascaid platforms
10. Students are utilising opportunities and accessing support when making their choices to lead to promising pathways and careers.
11. Linking curriculum learning to careers by embedding a stable career programme accessible to all students.
12. Students to become more ambitious by exploring Further & Higher Education settings and developing links with employers.

**Objective 1: Improve /Maintain the quality of Careers Education using the Gatsby framework/  
Review Careers Policy**

Target	Action	By
i) Develop/refine the Careers programme aligned to the BMs	Identify gaps in provision- work with your EC/Advisor	October 2024 OK & Careers Team
ii) Continuously achieve 100% on all 8 benchmarks	Deliver the planned programme	July 2025
iii) Analyse and plan progress using compass+	Populate activities in COMPASS+ and complete compass to measure progress	3 x a year OK Careers Hub (Julie Jones)

**Objective 2 Work experience for students:**

Target	Action	By
i) Improve the no of students going for work experience in year 10 and 11. A target from the Quality of Careers Mark	Identify students who need to do work experience.  Staff to speak with students	April/May 2025
ii) Transition Taster day sessions	Careers Leader to contact FE college for Taster session visits	Throughout the academic year.

**Objective 3 Migration of START Profile to XELLO/ & CASCAID Platform**

Target	Action	By
i) Face – face meeting with year 11	Ensure Career Advisor is in every Monday to speak with students.	Leanne Morrey. Every Monday across the year.
ii) Meeting with Xello Specialist on new platform	Online training session by Zoe Kilsby	Team/Zoom training by Zoe Kilsby (CASCAID)  Oct 2024

**Objective 4 Taster day sessions organised for students**

Target	Action	By
Taster day for year 11 students to attend eg FE colleges Hugh Baird college	Career Leader to make contact and organise visits	Careers Lead/Careers Team March 2025

**Objective 5 Improve the NEET tracking and Prevention**

Target	Action	By
Improve NEET tracking	Career leader to work with Local authority submitting Destination Data. Reporting students who at risk of becoming Neets.	October 2025  Career Leader, Career Connect Enterprise coordinator (EC).

**Objective 6 Alumni yearly visits**

Target	Action	By
Invite more Alumni to visit and speak to students (Assembly)	Careers and SLT to help reaching out to Alumni.	April 2025  Career Leader, Career Connect Enterprise coordinator (EC).

**Monitoring & Evaluation Plan****Monitoring Plan**

Monitoring of the careers provision at Harmonize Academy School is carried out by SLT to ensure the careers programme is being implemented and students are given the opportunity to access CEIAG. This is through learning walks, lesson observations, student voice and work scrutiny.

Whole school tracking is completed by the Careers Leader to ensure all students are receiving individual opportunities and encounters to meet their needs and includes meeting employers, visits to workplaces, further education and training providers.

All career related events led by external organisations are authorised and monitored by the Careers Leader.

Provision, progress and Destination Data is reviewed at governor and trustee meetings.

## Evaluation Plan

Capturing the views and opinions of all participants in CEIAG events or activities is paramount to the success of the career programme at Harmonize Academy.

Evaluation helps us to plan, resource and deliver the best quality CEIAG programme for our students.

Questionnaires and student voice are simple and effective ways to gain feedback. This is done using the Future Skills Questionnaire within Compass Plus.

Questions within FSQ will be amended and simplified where necessary. These results are used to inform future decision making, planning and participation at events. Teacher, employer and parent voice is also captured and used to inform the programme. Evaluating destination data. Annual review of CEIAG with all stakeholders.

## Staff responsibilities

Job Title	Name	Responsibility
Careers Leader	Karo Onowighose (OK)	CEIAG is currently led and managed by the Careers Leader who is responsible for: The management and co-ordination of the various aspects of CEIAG; The activities at each Key Stage; Monitoring/evaluation/Impact Ensuring Compass evaluation is up to date Liaison with SLT and Governing Body Regular meeting with the School Enterprise Adviser and Enterprise Co-ordinator; Consulting with teachers Sharing good practice at termly Careers Leaders meetings; Attendance at the LCR Careers Hub events Careers CPD. Overview of careers calendar and main activities (subject to change). Destination Data
Careers Team	Holli Jones, Sam Sullivan, Leanne Morrey, Zoe Pasquet, Julie Jones	Helps and support CEIAG activity and meets twice a term
Senior Leadership Team	Marie McConville, Carl Parkinson, Karo Onowighose	Strategic oversight Establish and review policies and procedures Allocate resources and budget Quality assurance Stakeholder engagement Leadership support

		Collect, analyse and report on data
<b>Careers linked Governor</b>	Tony Lawson	
<b>Careers Advisor</b>	Leanne Morrey	One to one personal guidance with students and groups. Formulation of action plans Liaising with parents and key transition staff Supporting with applications to colleges
<b>Enterprise Advisor</b>	Julie Jones	Support Improvement
<b>Teaching staff</b>	All staff & Teaching Assistants	Implementation of careers programme Engaging with employers and community
<b>SEND Team</b>	Emily Maxwell	Sharing attendance at EHCP reviews SEND Tracking
<b>Local authority 16-19 team</b>	Lynn Williams	Submitting intended destination data Requesting activity survey information and destination /NEET statistics
<b>Local authority Care leavers</b>		Ensuring support and signposting services for care experienced pupils.