



HARMONIZE ACADEMY CAREERS STRATEGY

| | |
|--------------------------------|--------------------------------|
| STRATEGY WRITTEN BY: | PRINCIPAL/CAREERS' LEAD |
| DATE STRATEGY PREPARED: | SEPTEMBER 2016 |
| DATE STRATEGY REVIEWED: | SEPTEMBER 2025 |
| DATE FOR NEXT REVIEW: | SEPTEMBER 2026 |

Trust, Respect, Compassion, Forgiveness

Harmonize Academy Careers Strategy 2025/26

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 programme 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 **Get Connected** and **Get Connected Plus** digital 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 | November 2025 OK & Careers Team |
| ii) Continuously achieve 100% on all 8 benchmarks | Deliver the planned programme | July 2026 |
| 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 number 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 2026 |
| ii) Transition Taster day sessions | Careers Leader to contact FE college for Taster session visits | Throughout the academic year. |

Objective 3 Migration of Get Connected / Get Connected Plus digital platforms

| 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 Get Connected specialist on new platforms | Online training session by Paul Williams, Career Connect | Career Connect Oct 2025 |

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 | Careers Leader to make contact and organise visits | Careers Lead/Careers Team November 2025 |

Objective 5 Improve the NEET tracking and Prevention

| Target | Action | By |
|-----------------------|---|---|
| Improve NEET tracking | Careers Leader to work with Local Authority submitting Destination Data. Reporting students who at risk of becoming NEET. | October 2026 Careers 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 2026 Careers 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 careers-related events led by external organisations are authorised and monitored by the Careers Leader.

Provision, progress and Destination Data are reviewed at LHET Governor meetings.

Evaluation Plan

Capturing the views and opinions of all participants in CEIAG events or activities is paramount to the success of the careers 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 | Responsibilities |
|-------------------------------------|---|---|
| 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 | Hollie 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. |
| Careers linked Governor | Tony Lawson | |
| Careers Advisor | 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. |
| Enterprise Advisor | Julie Jones | Support Improvement |
| Teaching staff | All staff and Teaching Assistants | Implementation of careers programme; Engaging with employers and community. |
| SEND Team | Emily Maxwell | Sharing attendance at EHCP reviews; SEND Tracking. |
| Local Authority 16-19 team | Lynn Williams | Submitting intended destination data; Requesting activity survey information and destination /NEET statistics. |
| Local Authority Care leavers | | Ensuring support and signposting services for care experienced pupils. |