

Phoenix Academy careers education, information and guidance

Careers Education Information and Guidance is an important part of preparing young people for the opportunities, responsibilities and experiences of life. A planned programme of activities supports the students in choosing pathways at key transition points that suit their interests and abilities and helps them to work towards a career path and sustainable employment.

Our programme empowers young people to plan and manage their own futures. We acknowledge that availability of information is a key factor in career choice and pathway decisions. It raises aspirations, promotes equality, diversity, social mobility, challenges stereotypes and supports young people to achieve personal and economic well-being throughout their lives.

We are committed to fulfilling the Government statutory requirements which state that “Section 42A of the Education Act 1997 requires governing bodies to ensure that all registered students at the school are provided with independent careers guidance from year 8 (12-13 year olds) to year 13 (17-18 year olds).” Careers guidance must be presented in an impartial manner and must promote the best interests of the student to whom it is given. Careers guidance must include information on the range of education or training options, including apprenticeships and technical education routes.

At Phoenix Academy, there is a stable programme of Careers Education, delivered in tutor times, in assemblies, on off-timetable Enrichment Days, and through other occasional events in the school year. Career events are held throughout the year, including those inviting parents to attend and support their child with their career decisions. Moreover, all students in Year 10 and 11 are offered individual meetings for one-to-one guidance. These meetings are followed up throughout the year with further meetings as required.

At Phoenix Academy, we are particularly keen to promote careers in science, technology, engineering and mathematics (STEM). To raise awareness and promote a wider range of options, therefore, students will also take part in STEM activities.

We look for and promote opportunities to collaborate with partners to support the programme to help students move on to positive, suitable and sustained destinations.

Year 7

In Year 7, our focus is on helping students to adapt to a new community, as well as introducing them to the wide range of employment opportunities on offer.

Students will have the opportunity to participate in a range of activities, centred upon developing their teamwork, communication, and problem-solving abilities.

There will also be opportunities for them to develop their confidence and presentation skills.

Year 8

In Year 8, our focus is on helping students to develop their independence skills.

They will expand their knowledge of the world of work, attending careers presentations and assemblies, and will thereby continue to explore and find inspiration for what they might wish to do in the future.

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They will also start to visit universities, as well as having the opportunity to learn about apprenticeships and other career pathways available to them.

We consider the concept of 'dreams' and 'reality', and will help students to understand the balance between what they might aspire to do, how these dreams might be achieved, and what the reality might be regarding the attainment of a particular career choice.

Year 9

In Year 9, our focus is on starting to refine students' individual aspirations and pathways.

They will embark on a process of self-assessment, explore different career paths, and consider their options for Key Stage 4.

We host an options assembly, a parents' evening, and a meeting with a member of the Senior Leadership Team to help students make these crucial decisions.

Students will also take part in a speed-networking event with industry and business experts, attend the Careers Fair, have access to a personal careers advisor, and use career-planning software to receive individualised recommendations for their careers.

Year 10

In Year 10, we focus on helping students to develop their employability skills.

Students take part in a week's worth of work experience, supported with preparation beforehand and reflection afterwards.

They will attend a further speed networking event with employers, and make use of career-planning software to hone down their individual goals, skills and aptitude, as well as to record their own progress. Every student has the opportunity for a one-to-one meeting with the personal careers advisor and a follow up meeting as required.

Additionally, employability sessions are held, which are designed to support the development of our students' understanding of employer expectations, interview skills, and best practice in writing effective CVs.

Year 11

In Year 11, the focus shifts to post-16 options and applications.

Students will consider the pathways open to them, such as Sixth Form, Further Education Colleges, and Apprenticeships, and armed with this information, they will begin to make their choices.

All students receive information about their post-16 choices at information sessions, and have the chance to visit universities, colleges, or future apprenticeship employers. Every student has the opportunity for a one-to-one meeting with a personal careers advisor, alongside for follow-up meetings as required.

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Year 11 students continue to have access to Careers Fairs, employers and career-planning software. Moreover, students are encouraged to participate in the highly rewarding NCS programme (National Citizen Service) during the summer after their GCSEs.