



Pioneer Secondary Academy

2022 - Careers Programme

School Vision and Values

Pioneer Secondary Academy is a very proud school where the children are at the heart of everything we do. Our priority is to ensure that every child feels safe and secure and that they are receiving a quality first teaching approach that offers the very best standards of teaching and learning to enable them to take part and fulfill a worthwhile role in society.

Our Academy vision is very simple in that we want:

- To build a strong community based on Sikh Universal Values.
- To provide quality education that is broad, balanced and relevant to the needs of pupils within a modern society.
- To enable all pupils to achieve their potential through the highest standards of teaching and learning.
- To develop each pupil's self-esteem, confidence and independence with consideration for others and the concept of Sewa.
- To strengthen bonds between home, community and school, providing a preparation for each pupil's entry into the wider community.
- To be committed to encouraging every member of our community to invest in life-long learning and personal development.



There is one Academy priority; to deliver an outstanding education to enable our pupils the best opportunity to succeed for themselves and others, locally, nationally and globally. In doing this we deliver on the principle that education is a human right for all children to enable them to be at their best so that we all benefit from the fruits of their chosen service back to humanity.

- Key Stage Three – Students will be learning about different career possibilities and making informed choices of GCSE Option subjects.
- Key Stage Four – Students will be learning about different pathways and making informed choices of post-16 options.
- Key Stage Five – Students will be preparing for life beyond school and making informed choices of post-18 options and successful applications.

Careers Programme			
Year Group	Activity	Gatsby Benchmark	
Activities across all year groups	<p>National Apprentice Week (February) events across whole week:</p> <ul style="list-style-type: none"> ● live interactive virtual talks with employers and current apprentices during form time, PHSE, assembly – speakers from a diverse range of backgrounds and industry sectors ● curriculum teachers talk about subject-specific apprenticeship opportunities within lessons ● parents'/guardians' awareness through Google Classroom, Parent Mail and social media 	2, 4, 5, 7	
	<p>National Careers Week (March) events across whole week:</p> <ul style="list-style-type: none"> ● whole-school careers in the curriculum focus in all lessons, linked to current schemes of work ● programme of motivational speakers during form time/assembly from diverse backgrounds and industry sectors ● employability skills workshops led by local businesses ● parents/guardian' awareness: through Google Classroom, Parent Mail and social media to include Local Market Information 'Understanding the local job market' 	2, 4, 5	



	<p>Regular Careers Evaluations/Surveys</p> <ul style="list-style-type: none"> Regular feedback is requested from employers, organisations, staff, students and parents/guardians 	1 to 8	
	<p>Classroom to Career newsletter, produced by Bucks Skills Hub https://bucksskillshub.org/ sent out to all students, parents/carers and staff every month – supplemented by individual careers news from the school.</p> <p>Bucks Skills Hub – Marina Jackson – Under 19 Skills Manager</p> <ul style="list-style-type: none"> – Susannah Edwards – Enterprise Coordinator – Vacancy – Enterprise Adviser – Vacancy – Enterprise Adviser 	1 to 8	
	<p>Careers in the curriculum: Subject leaders/Careers team have started to embed careers within lessons at regular times throughout the year, using real world-of-work examples to highlight curriculum topics and involving employers to bring subjects to life through talks, projects and challenges. All subjects covered.</p> <p>Some Organisations/Employers who have taken part include: - Young Professionals, Frimley Health NHS Foundation Trust, Royal College of Defence Studies, EasyJet, Thames Water, PwC, Mars Wrigley, O2 Telefonica, Technologyone, Thinkers in Education, Into Film, NatWest Dream Bigger, Adviza, Sfs British Esports Association, Martin Baker, Brunel University to name a few.</p>	4, 5	
	<p>PHSE lessons some which follow the PSHE Association curriculum including a look at local, national and global labour market information: download here.</p> <p>PSHE lessons will also embed Unifrog into The Year Plan.</p>	2, 4	
	<p>School/Employer Visits involve references to the workplace where possible. For example:</p> <ul style="list-style-type: none"> PwC – A Panel of 6 employers arranged to meet with students to discuss their pathways and the jobs that they are currently doing. 	6	



	<ul style="list-style-type: none"> Students were able to research each candidate and send them prepared questions prior to the meeting. During the workshop, students were able to prepare a presentation about their selected choice of subject and take turns to present their work. At the end of the meeting, students completed an evaluation which gave them the opportunity to reflect and ask any outstanding questions. 							
	<p>Communicating careers: comprehensive range of careers material available to students highlighting events, opportunities and resources, plus links to Universities and Further Education prospectuses and information on Apprenticeships:</p> <ul style="list-style-type: none"> physically in the Learning Resource Centre online in a designated Google Classroom classroom careers noticeboards school website 	1, 2, 4, 7						
Gatsby Benchmark	Definition	Year 7	Year 8	Year 9	Year 10	Year 11	6 th Form	Compass Results
1. A stable careers programme	Every school and college should have an embedded programme of career education and Guidance that is known and understood by	Careers lessons in PSHE/form time					Timetabled sessions	March 2022 100%
		Regular student, staff, employer evaluations/surveys					On-going	
		Careers policy to be accessible on the website					Next review date	



	pupils, teachers, governors and employers.	Careers Link Governor attends Career’s meeting and has access to Careers Enterprise Company training	PSA Website	
2. Learning from career and labour market information (LMI)	All students and their parents should have access to high quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.	Students are introduced to Unifrog and start to build their personal profiles recording evidence	On-going	March 2022 100%
		Careers notice board & LMI posters in each curriculum area	On-going	
		LMI data signposted on website – students/parents emailed	On-going	
		Careers advisor available to support students	Weekly	
		LMI workshop sessions delivered by Bucks Skills Hub and employers during assemblies, parent’s evenings, option evenings etc.	On-going	
3. Addressing the needs of each pupil	Pupils have different career guidance needs at different stages. Opportunities for advice and support should be tailored to the each of these stages, with diversity and equality	Careers advisor available to support students	Weekly	March 2022 81%
		Student support team meet with students to ensure our young people get the advice they need	Termly	
		Students continue to use Unifrog platform to identify skills / qualities / interests & potential career options	On-going	
		Careers guidance for SEND pupils is differentiated, individualised, where appropriate, based on high aspirations & a personalised approach	On-going	



	embedded in the school's career programme.	Student careers & employability skills encounters recorded on Google Classrooms	On-going	
		Action 'What Next' forms to identify Year 11s that require careers guidance.	Until March 2022	
		Use of Compass Plus that keep's systematic records on each pupil's experiences of career and enterprise activity	On-going	
4. Linking curriculum learning to careers	All teachers link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.	Resources and events from STEM Ambassadors, NEON, The Big Bang, Thinkers in Education are scheduled in throughout the year.	On-going	March 2022 81%
		National School Sports Week – Guest speakers to include London Irish, London Marathon and UK's first female Sikh Powerlifter speak to students in Year 7, 8, 9 and 10	Scheduled Visits	
		Brunel University support our students by delivering STEM events, arranging virtual/University visits and workshops	Scheduled Visits	
		Into Film supported all students in Year 7 introducing workshops linked to Information Technology to create their own video	Scheduled Visits	
		Thames Water arranged workshops for all students in Year 8 to discuss the complete water cycle	Scheduled Visits	
		Bucks Skills Hub offer a number of events throughout the academic year for various Year groups to take part in. During Thursday 11th November during P1 our Year 7, 8, 9 and 10 classes are to log into - The Environment - COP26: https://pathwayctm.com/event/the-environment-cop26/	Scheduled Events	



		Teachers linking their subjects to careers during class time and teachers inviting employers into the classroom to link their subject to the world of work. An example of this is during National School Sports Week when visitors attending the PE department also talked to students about Careers in sports.	On-going	
5. Encounters with employers and employees	Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.	All 6 th Form students have careers lessons scheduled into their timetable allowing employers to visit virtually every week, employers have included, O2 Telefonica, PwC, Sfs British Esports Association, RCDS, Mars Wrigley etc.	Scheduled Visits	March 2022 100%
		Students in Year 10 and 11 attend Skills for Life Workshops which bring in employers and organisations to talk about Employability Skills, Pathways, Apprenticeships, Colleges, Training Providers, Universities and Enterprise. Organisations which have recently supported these workshops include Adviza, Windsor Forest College Group, QA, NatWest, Zenopa, Brunel University, Slough Business Community Partnership Learning to Work to name a few.	Scheduled Visits	
		Career lessons are timetabled in for all Year 12 & Year 13 students every Wednesday giving the opportunity for Employers/Employees and organisations to come into school virtually or in person covering a number of opportunities such as University Talks, College workshops, Apprenticeship talks, Interview skills, Motivational talks and more.	Ongoing	
		The Bucks Skills Shows offer an opportunity for all year groups to talk to employers such as Pinewood Studios, EKFB, Digital Manufacturing Centre, Esri and Masons Coach Hire.	Scheduled Events	



		Year 10 to 13 get to talk to employers from Zenopa, Sylo, Stantec, Flannery Plant Hire, Capgemini and more.		
		Careers, Apprenticeships, Further & Higher Education, Training Provider Fairs. These may be directly with Universities or with organisations such as UCAS, Virtual UK University & Apprenticeships etc.	Scheduled Events	
6. Experiences of workplaces	Every pupil should have first-hand experience of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities and expand their networks.	Year 10 students to attend a work shadowing to help explore the careers through: - <ul style="list-style-type: none"> ● Identifying careers opportunities ● Understand the skills needed by employers ● Find out how much you could earn in different types of jobs ● Who to go to for information and guidance about careers at school ● How to access trustworthy websites such as Unifrog ● Identify which subjects they want to improve ● Understand options after Year 11, to include Apprenticeships, A-Levels, BTECs, Traineeships, T-Levels and Higher Education 	Scheduled Event	March 2022 100%
		All Year 11 students are encouraged to attend additional virtual work experience placements throughout this academic year.	Ongoing	
		All Year 12 students are to complete at least 10 days of virtual/work experience by the end of this academic year. In addition to exploring careers as above they will also: - <ul style="list-style-type: none"> ● Understand the different types of recruitment and selections process to include interviews and assessment center's ● Feel confident talking about their skills in an interview 	Ongoing	



		All Year 13 students are offered further opportunities if they wish to continue with placements	Ongoing	
7. Encounters with further and higher education	All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.	Students are encouraged to attend the Bucks Skills Show virtual/in person	Scheduled Event	March 2022 91%
		Students/Parents/Carers are requested to attend careers fairs which include talks/information on Apprenticeships, College courses, Technical qualifications, Apprenticeships, Further and Higher Education	Scheduled Events	
		Careers Adviser is available to support students (priority given to students in Year 11 & Year 13)	Scheduled appointments	
		Enrichment days with visits and speakers	Scheduled Visits	
		Apprenticeship talks through a number of organisations such as Adviza who talk to students about the various levels, how apprenticeships work and where to look for vacancies. Some training providers such as Cisco, QA, Zenopa would talk about their Apprenticeship vacancies and the process for applying.		
		Students are able to take virtual tours of Universities and Colleges and attend open evenings to find out about their courses and what these involve looking at both academic and vocational routes and with regards to Further and Higher Education.	Scheduled Visits	
8. Personal guidance	Every pupil should have opportunities for guidance interviews	Careers Adviser 1:2:1 interview is arranged for all students during Year 11, 12 and 13. An action plan is shared with staff/parents and saved to the students' Unifrog accounts.	On-going	March 2022 100%



	with a career adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but should be timed to meet their individual needs.	Bucks Skills Hub – What’s Right for Me? – free 1-to-1 expert careers advice is offered to all students in Year 11, 12 & 13, currently available until March 22.			Scheduled Event	
		Adviza – offer additional support to students at the risk of becoming NEET			Scheduled Event	