

Careers, Progression and Destinations

A strategic approach

- Westbourne has a Career Policy & strategy in place as of 2015 incorporating seven key aspects of learning which are based upon the ACEG Framework and Gatsby benchmarks:

1. Self-awareness
2. Exploring Careers and Career development
3. Investigating work and working life
4. Preparing for employability
5. Identifying choices and opportunities
6. Planning and deciding
7. Handling applications and selection



Overview of provision

- 0.8ft Careers and Transition Coordinator with a level 6 qualification based in a Careers hub.
- We buy in the services of a qualified external Independent Careers Advisor that is Matrix accredited.
- All Pupil Premium KS4 students receive a 30 minute Careers appointment with the Independent Careers Advisor. A Careers Action plan is drawn up and implemented by our Career and Transition coordinator.
- All Year 9, 10 and 11 students receive 1-2-1 progression meetings with the Careers coordinator or a member of leadership. Many of our parents attend these events. The focus of these is to ensure students are making the right decisions about their future based on their strengths and interests.
- Access for all students to Kudos online resource for exploration of Careers and learning pathways.
- A Career and Progression Portfolio for every student. This is an innovative approach designed to encourage them to take ownership of their development and record key milestones and skill acquisition against the 7 key aspects of learning.
- Regular timetabled Curriculum time. Careers and progression forms part of our Enrichment Schemes of Learning
- A multitude of Career and Progression based interventions and events take place, many of which make use of a range of employers from the local area. Examples include the annual Careers fair, UCS Suffolk Access Champions, The Year 11 work club, National Citizen service, Post 16 Transition evening and visits where we provide local labour market information, BT Co-space, VEX, 'I can be' visits and many more.

Monitoring Impact

- Central Careers register used to track Careers and Transition events and experiences of every student at the Academy.
- Robust systems in place to track predicted destinations and potential NEETS for disadvantaged and non-disadvantaged
- 4 tier hierarchical response system so that we can refer students to the most appropriate intervention.
- Spot checks on
- completion of Career Portfolio's during VT time.

Our Success

- The percentage of NEETS has remained very low over the past three years and is well below the East of England and National average.

Year 11 leavers	% NEET (<i>no. of students</i>)		
	NON PP	PP/Dis.	Overall
2014	-	-	2.5 (5)
2015	1.2 (2)	5.5 (3)	2.3 (5)
2016	0.7 (1)	7.6 (5)	2.9 (6)

- In the East of England in Q4 of 2015, 9.6% of 16-24 year olds were confirmed as NEET. The National figure was 12%.

Destinations

2016 leaver destinations	Number of students	% of students
Apprenticeship	9	4.32
Further Education	85	40.86
6 TH Form College	91	43.75
School 6 th Form	11	5.29
Other education or employment	6	2.88
Unknown (presumed NEET)	6	2.88
TOTAL	208	100
% of 2016 leavers who continued in education or training, or moved on to employment = 97.12%		