



## St Thomas More Careers and Enterprise Strategy

The world of education and employment is going through an enormous change. Our young people need to have the appropriate skills and mindset to adapt to this changing world, and it is the school's responsibility to ensure that our students remain ahead as they consider their future choices. I imagine that university will remain the right option for some students, but for others, the developing apprenticeship ladder will provide them with the experience and training they need to get a head start in their professional careers.

We will work in partnership with local business, universities, FE colleges, schools, other interested groups (such as Connexions, Make Happen, Jack Petchey) and the Careers and Enterprise Company Our Provider Access Legislation Policy Statement is on our school website to engage with local vocational training and apprenticeship providers and can be found on the [Provider Access Legislation Statement](#).

Our strategy is in line with the national Careers Strategy (December 2017) and the school's statutory guidance (January 2018).

To evaluate the impact of our strategy we will use the Compass Plus tool assessment.

Improvement can then be assessed against the Gatsby benchmarks and re-evaluated each year. We will also seek feedback from student voice and activity evaluation forms to record initial reactions of students, teachers and employers of each activity. Student, staff and parental questionnaires will also be collected through the annual questionnaires. We will also measure the impact of our strategy by ensuring all students are placed in education, employment or training.

Our careers and enterprise strategy is based around the 8 Gatsby benchmarks:

### **The Benchmarks**

- 1. A stable careers programme** (delivered through Personal Development lessons and unifrog sessions from Years 7 to 11 and Enrichment sessions Yr12-13, form time, targeted assemblies and work experience (WEX))
- 2. Learning from career and labour market information** (delivered through assemblies, Unifrog careers market info, form time video's)
- 3. Addressing the needs of each pupil** (through a tailored curriculum and 1:1 interview with our Careers Advisor, VESPA (mindset sessions))
- 4. Linking curriculum learning to careers** (through STEM lessons in KS3 and the use of Future Learn, Unifrog, VESPA, UCAS and Apprenticeship websites and curriculum careers information)
- 5. Encounters with employers and employees** (through mock interviews with local businesspeople, guest speakers, virtual video's, WEX and school trips)
- 6. Experiences of workplaces** (through TYSTWD day in Year 7 and 8, Work Experience in Year 10 &12, volunteering, tours of the workplace)
- 7. Encounters with further and higher education** (through visits to Essex University HE Fair, University & Apprenticeship Fair, Assemblies from Universities and Ask Programme)
- 8. Personal guidance** (Mock Interviews and Careers interviews, Year 12 & 13 through 'Not going to uni' network group)

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