

Trinity Academy Leeds Strategic Objectives

Please note that Year 1 is the period 2021-2022, Year 2 is 2022-2023 and Year 3 is 2023-2024

Strategic Objective #1: Raise the profile of careers across the academy and ensure all adults are engaged to support careers in school

Contributing to Gatsby Benchmarks 1, 2, 3, 4

Targets for SO1

Year 1	Raise the profile of careers with SLG Improve the knowledge of the link governor for careers in regard to both the strategy and statutory guidance Raise the profile of careers with classroom & non-teaching staff Careers to be included in 10 point plan to make Academy Outstanding
Year 2	Engage full governing body in regard to careers agenda All staff have a career pathway available for students to see Careers related display in all curriculum areas Improve careers information on school website
Year 3	Dialogue about careers is completely embedded in school and all staff feel it is part of their role, and that they have the information to engage with students about careers Careers related content referenced as a matter of course in schemes of work Students and parents demonstrate raised awareness of Trinity Academy Leeds careers education through evaluation surveys

Actions for SO1

Year 1	Present to SLG in regard to changing requirements in regard to careers Meet with link Governor for careers to discuss changing framework requirements in regards to careers CPD session for classroom teachers in regard to statutory requirements and how this will begin to impact on the school New careers office & resource library with introductory visits for students Career Leader to go on training programme to create a careers strategy
Year 2	Present to full governing body Give all staff a careers pathway sheet to complete and display CPD to staff to share ideas and good practice in regard to display content "THINK Careers" logo is used on all teaching resources & careers materials Careers team to receive training on how to upload content to the website and continually improve the content that is available to staff, parents & students
Year 3	Careers content is QA'd during learning walks, departmental reviews Student voice to demonstrate extent of careers discussion Add a question into appraisal process around how feel about careers/their contribution Careers champions to ensure careers is explicit in SOW's and curriculum mapping documents

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Strategic Objective #2: Create an environment which enables students to have aspirational but appropriate careers goals and are able to seek out information on these goals

Contributing to Gatsby Benchmark's 1, 2, 3, 4, 5, 6, 7, 8

Targets for SO2

Year 1	Upskill a member of staff to become an in-house Careers Adviser Identify a careers champion in English, Maths, Science and Art Improve understanding of destination data Establish assembly rota, in addition to collective worship which allows termly careers related speakers
Year 2	In-house Careers Adviser begins work with students Expand careers champions into all departments Work to increase percentage of students in sustained education, employment or apprenticeships Evaluate & improve assembly provision following year 1
Year 3	Careers Adviser runs drop in session as well as taking formal appointments Create programme to specifically target and support students who are identified as having the potential to become NEET Careers Adviser is fully embedded in working of the school and every member of staff and all students can identify them and where to go to access them. Careers embedded in SOW in all departments and across all key stages

Actions for SO2

Year 1	Set up termly meeting with careers champions Recruit staff member to upskill to Careers Adviser Source appropriate careers training Speak to Prospects to understand how and when destination data is gathered
Year 2	Careers Adviser successfully completes training Set up a physical space to use as a careers area & Year 7 students to be introduced to this space during a form time rotation Recruit careers champions in all departments Share and model best practice from year 1 of careers champions programme Ensure careers guidance is of a standard to enable students to make appropriate choices in regard to courses post 16 to improve sustained destinations Purchase of START Profile to allow students to establish their own strengths and interests Termly Careers COBRA meetings to discuss key groups of students eg. PP, risk of NEET, those with no post-16 plan
Year 3	Set up a virtual careers area for students & parents to access Careers Adviser to work with Achievement Leaders to create a programme to create an aspiration raising programme for students identified as being at risk of not achieving a sustained destination post 16 SOW & curriculum mapping documents identify where careers can be discussed and careers included

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Strategic Objective #3: Improve the quality and quantity of external engagement in regard to careers

Contributing to Gatsby Benchmark's – 1, 2, 3, 4, 5, 6, 7

Targets for SO3

Year 1	Build portfolio of contacts and calendar of events to allow development of core & enhanced careers programs across all year groups Continue to develop the relationship between the Academy and our Enterprise Adviser Science, English & Maths career champions to arrange a minimum of 3 workplace visits and 3 employer talks across the year
Year 2	All students to experience at least two employer encounters, per year, through assemblies Increase the range of post-16 providers that the Academy engages with
Year 3	To have developed all the relationships required to ensure the Academy is meeting the Gatsby Benchmarks related to external engagement

Actions for SO3

Year 1	Request 2 career/education contacts from all staff within the academy Science, English & Maths career champions to arrange a minimum of 3 workplace visits and 3 employer talks across the year
Year 2	Develop links with at least 3 universities Develop links with local employers and arrange for workplace visits of approximately 30 students at a time Students to participate in EA workshops, attend National Apprenticeship show and visit workplaces which offer apprenticeships Build relationship with "other" colleges such as Barnsley, Elliot Hudson, Leeds City College
Year 3	Develop programme/structures to maintain and ensure longevity of external relationships eg. Newsletters, employer breakfasts Continually monitor and evaluate existing relationships to help predict if and when additional outreach may be needed to ensure continuity of provision for the students Fortnightly newsletter distributed to staff, students, on website. Increase communication with community through social media