Trinity Academy Leeds Empower Careers Pathway 2024-25

Trinity Academy Leeds Empower Careers Pathway is part of our One Curriculum. Staff at Trinity Academy Leeds are dedicated to equality of opportunity and to ensuring that all students are given the best possible access to information about Further and Higher Education and careers, adhering to our mantra: Reach Higher, See Further, Shine Brighter.

The Gatsby Benchmarks, which provide a clear guide for world-class careers education, apply for Years 7-11. While we remain in the opening stages of our development, we will meet all age-appropriate benchmarks and have a clear plan in place for development as students move up the school.

Our TAL careers intentions are:

1. Raise the profile of careers education, information and guidance and ensure all adults are engaged to be able to fully support our students. This will be achieved through Empower Careers Pathways.
2. Cultivate an environment that enables students to have aspirational and realistic career goals where students know how to seek out information on how to achieve them.
3. Build links with external agencies and providers to ensure students have access to a broad range of learning experiences.
4. Foster our Performing Arts and Voice specialisms and provide our students with a wealth of opportunities and experiences available in the arts while developing the Voice of everyone.

Gatsby Benchmark		Empower Careers Pathways
1. A stable careers programme	A. An embedded programme of career education & guidance that is known & understood by pupils, parents, teachers & employers. B. The programme has explicit backing of a senior member of staff & has an identified and appropriately trained member of staff leading in this area. C. The careers programme should be published on the school's website. D. The programme should be regularly evaluated with feedback from pupils, parents, teachers & employers.	1A. Empower Careers Pathways provides a stable careers programme in Phase 1; students are provided with a variety of experiences primarily through Empower careers afternoon, and have the opportunity to reflect on these through a bookletised curriculum. This is known by governors as a result of a presentation at a governors' meeting, pupils through the regular exposition within the academy, parents through the Parental Build, teachers through regular CPD and employers through the partnerships made in order to facilitate the Empower Careers Pathways programme. The website is also regularly updated to reflect this. 1B. Senior leadership link – Rebecca Goult (Associate Assistant Principal), supported by John Paley (L7 Careers Advisor). 1C. The careers programme is published on the school website. Next review, September 2025. 1D. The academy invites feedback from students both verbally and through the annual survey. Parents are also invited to feedback at the Family Build. Teachers are asked for feedback after every Empower experience, as are employers.
2. Learning from career and	A. By the age of 14, all pupils should have accessed and used information about career paths and the labour market to inform their own decisions on study options.	2A. See the TAL careers policy for full details on the use of the labour market. All students have an annual LMI

labour market information	B. Parents should be encouraged to access and use information about labour markets and future study options to inform their support to their children.	assembly. Year 9 students have the opportunity to complete online research using LMI information. 2B. The annual Family Build relating to careers provides this information to parents, as does the 'useful links' section of the website.
3. Addressing the needs of each student	A. Pupils receive different careers guidance at different stages of their education based on their needs. B. The school seeks to challenge stereotypical thinking & raise aspirations. C. The school keeps systematic records of the individual advice given to each pupil, and subsequent agreed decisions. D. All pupils should have access to these records to support their career development. E. Schools collect and maintain accurate data for each pupil on their education, training or employment destinations for at least three years after they leave the school.	3A. See the TAL careers policy for full details on the careers guidance at different stages of their education based on their needs. For example, additional careers inputs from our Level 7 Careers Advisor. 3B. Everything about Empower Careers Pathways challenges stereotypical thinking and raises aspirations – all opportunities are open to all students in Years 7 and 8. Including additional opportunities such as the Girls in STEM group. 3C/D. Records for Phase 1 are kept through the annual survey and the Empower booklets. This will be developed as students move up through the academy and are making careers- and options-based decisions regarding their futures in Year 9. The academy is currently going through the process of setting up Morrisby, an accessible careers platform for recording meetings and outcomes. 3E. Not applicable until academic year 2025-26.
4. Linking curriculum learning to careers	A. Teachers link curriculum learning with careers. B. By the age of 14, every pupil should have had the opportunity to learn how the different STEM subjects help people to gain entry to, and be more effective workers within, a wide range of careers.	4A. QA of curriculum learning linked to careers, by the Empower coordinator. This is one of the academy drivers and is explicitly referenced in curriculum maps and in booklets/lessons. 4B. See the TAL careers policy for full details on the use of the labour market.

		Additional opportunities for Trinity Scholars cohort and Girls in STEM. Specific Empower afternoon activities on STEM (e.g. Maths City/Balfour Beatty/Thackray Museum of Medicine/Tropical World).
5. Encounters with employers and employees	A. All students have multiple opportunities to learn from employers about work, employment & skills valued in the workplace. B. Every year, from the age of 11, pupils should participate in at least one meaningful encounter* with an employer.	5A/B. Empower Careers Pathways afternoons three times per year in Years 7, 8 and 9 provide multiple opportunities to engage with employers about work, employment and skills valued in the workplace. All students visit the locations listed on the website and engage with these experiences. Additional opportunities are also provided through Involve Clubs, trips and visitors to the academy.
6. Experiences of workplaces	A. Every pupil should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks. B. By the age of 16, every pupil should have had at least one experience of a workplace, additional to any part-time jobs they may have.	6A. All students visit places of work and have hands-on experiences through Empower Careers Pathways afternoons Years 7, 8 and 9. 6B. Continuing to build links with external agencies via Careers and Enterprise network.
7. Encounters with Further and Higher Education	A. All pupils should understand the full range of learning opportunities that are available to them. B. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace. C. By the age of 16, every pupil should have had a meaningful encounter (i.e. one in which the student has an opportunity to learn about what work is like or what it takes to be successful in the workplace) with providers of the full range of learning opportunities, including sixth forms, colleges, universities and apprenticeship providers.	7A/B. Encounters with university, local and international employers and apprenticeship providers from Phase 1. Including a visit to Leeds College of Building, trips to all three campuses of Leeds City College, Notre Dame Sixth Form College, Trinity Sixth Form and Leeds University. Trinity Scholars programme enables access to Oxbridge and medical pathways. See the TAL careers policy for full details of this. 7C. Links with Leeds City College (visits and assemblies), Leeds College of Building (all students visit) and Trinity Sixth Form Academy. All students also go on a minimum of six Empower trips in years 7 and 8.

	D. This should include the opportunity to meet both staff and pupils.	7D. All year 9s go on two Empower trips to a local FE/HE provider, and experience the careers fair on-site.
8. Personal Guidance	A. Every pupil should have opportunities for guidance interviews with a Careers Adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level (Level 6). B. These should be available whenever significant study or career choices are being made. C. They should be expected for all pupils but should be timed to meet their individual needs. D. Every pupil should have at least one such interview by the age of 16.	8A-D. Links with Careers & Enterprise Company for guidance from level 6 qualified adviser. The academy has an in-house Level 7 Careers Advisor. All students will have met with the Careers Advisor at least once by the end of Year 10, and will be projected to meet as a group and individually twice more before the end of Year 11.