

Five Islands Academy

Annual Careers Plan 2024 - 2025

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Section 1 – Development priorities

Vision

Five Islands Academy is a through school serving the island communities that exist 28 miles from Land's End in the Atlantic Ocean.

We are very proud of the progress our students make over their time at FIA. We are the top performing school across Cornwall and the Isles of Scilly according to DfE Progress measures. Many students leave with outstanding results across a range of subjects, particularly in English, Maths, Humanities, Science, Design Technology and Engineering. Our 2023 Ofsted Report has warmly recognised that we are a 'Good' school with 'Outstanding' Personal Development for our students. Our Progress 8 scores have been well above the national average every year for the past five years. Progress across the eight GCSEs measured by the DfE in 2024 was +0.18, and our Attainment 8 average grade was 5.3, against a national average of 4.7.

Our inclusive vision for learning is anchored in hope and inspired by our extraordinary environment, our creativity and the far-reaching horizons in every direction. As a Church of England school, and through our curriculum and academy values of Equity, Evolution and Excellence, we nurture curious, collaborative, creative global learners, ready and able to flourish whether they choose to contribute to their local community or to sail away across the wider world.

SLT Comments: We are committed to ensuring increased links with local and mainland providers to secure positive and meaningful pathways for all students. Our approach is fully inclusive, based on the individual needs and interests of each student.	Link Governor Comments: TBC	Enterprise Adviser Comments Stuart Reid/Tom Weise TBC post College Careers convention and new award discussion
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<p>Parent Voice Comments: TBC post College Careers convention</p>	<p>Student Voice Comments: Pending impact of CCC '24</p>	<p>Staff Voice Comments: This is an exciting opportunity to reinvigorate the careers program at FIA. Using our connections with mainland education providers, we have a unique perspective in giving our students an excellent start in life. Our bespoke curriculum fosters adventure, curiosity and excellence, all values that become embedded in our students. Mainland education and communities should then benefit from our amazing students!</p>
<p>School, Special School or College Vision Statement/Values:</p>		
<p>Evolution: Change for the better Our school culture celebrates evolution through creating a culture where everyone feels safe and inspired to learn and grow. Our behaviours and relationships are created, supported and nurtured throughout the FIA journey. We are curious; we learn from our mistakes; we are change-makers; we strive together to make the world a better place.</p> <p>Equity: Fairness and Restorative Practice To achieve equity and trust, we show children we care about them in all our decisions; we teach them to build caring relationships with each other, the environment and our community; and we ensure all voices are heard respectfully within our Restorative Practice circles and day to day communications</p> <p>Excellence: A School to be Proud of Students and staff work hard to achieve excellence in all areas of school life: we take pride in producing excellent outcomes in books, displays, exhibitions, sporting challenges, performances and presentations. Excellence is not just an individual goal, but a collaborative sense of pride in ourselves, our peers and our school.</p>		
<p>Vision for Careers Provision Ideas:</p>		

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Evolution:

There are many pathways to realising your dreams and ambitions (if you don't have one we'll find it). We can all learn from our experiences and the experiences of others.

Equity:

Every FIA student should be empowered and supported to navigate their best next steps in their careers, education and life aspirations, recognising each person's individual needs and strengths.

Excellence:

FIA students take pride in the achievements of our alumni, and are inspired to aspire to fulfilling lives and careers, whether they choose to contribute to their local community or to sail away across the wider world.

Vision for Careers Provision Statement:

Our vision for careers provision is to enact our school mission: “All Aboard; Navigating Together”. We work collaboratively with the community and mainland providers to plot a course to post 16 education and training. We support and encourage our students to imagine destinations that are realistic and aspirational in an ever changing global working environment.

Reviewing Current Provision

Review the current provision of your school, special school, or college's careers provision through:

- Completing Compass reviews three times per year.
- Carrying out a SOAR analysis (looking at its existing Strengths, Opportunities, Aspirations and Results).
- Local context: LMI, growth sectors, FE/HE provision, etc.
- Collecting and Reviewing Evidence, including Feedback, Careers Knowledge & Skills, Education Engagement and Destinations Data.

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Compass - Current (2023-24) Compass Score:	Gatsby Benchmark	% achieved in latest evaluation <i>i</i>	% achieved in previous evaluation	Indicator <i>i</i>
	1 - A stable careers programme	100%	-%	→
	2 - Learning from career and labour market information	100%	-%	→
	3 - Addressing the needs of each pupil	100%	-%	→
	4 - Linking curriculum learning to careers	100%	-%	→
	5 - Encounters with employers and employees	100%	-%	→
	6 - Experiences of workplaces	100%	-%	→
	7 - Encounters with further and higher education	100%	-%	→
	8 - Personal guidance	100%	-%	→
Compass - Priority Benchmarks:	BM1- engaging stakeholders Board of Governors			

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LMI - Local and Regional Context:	<p>Include local market information from LM.</p> <ul style="list-style-type: none"> • Hospitality • Catering • Agriculture • Caring professions, especially early years and lifelong caring and healthcare • Local government • Marine industries • Logistics and haulage • Education
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Strength of Careers Provision SWOT

Consider:

- Time/Resource of Careers Leader, Role of EA/Link Governor, Parental Engagement, SLT Buy-in, Staff CPD, Whole School Responsibility for Careers.
- Benchmark progress: LMI, Tracking at Student Level, Careers within Subject Areas, Employer Engagement, Experiences of the World of Work, Encounters with FE/HE, 1:1 guidance.
- Reviewing Evidence: Feedback, Careers Skills & Knowledge, Education Engagement and Destinations Data.

<p>Strengths</p> <ul style="list-style-type: none"> • OFSTED outstanding personal development: "The curriculum expands their horizons and helps them to keep their options open. At 16, most pupils continue their education on the mainland. The school sets pupils on ambitious career pathways, building on interests shaped by the local environment and industries, such as engineering. Many study GCSEs in separate sciences, design and technology, and/or 	<p>Opportunities</p> <ul style="list-style-type: none"> • Elevate your enterprise adviser • Year 7 guidance • Develop Primary careers education (through school) through use of Future First primary Careers resources • Further develop use of CareerPilot (parents, students and teachers) • Develop high profile of SEND in all aspects of careers provision in collaboration with SENCO and Children's Services
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engineering with this aim. Prestigious employers, such as the Royal Navy, support pupils to develop their interview skills."

- Strong leadership: a dedicated Aspirations Lead role with timetabled time for oversee the post-16 and careers programme, with additional staffing support from a committed Careers Librarian and Trust Careers Advisor.
- Work experience programme enables every child to complete a week's work experience during Year 10, on the islands or in mainland settings - with adjustments made for opportunities to be tailored to individual needs or to be accessed outside the work experience week.
- SEND: Bespoke SEND placements in workplaces
- PP funding used to support work experience opportunities
- Careers 1-1 and Group Guidance from Lindsay Masters, Careers Advisor.
- SEND: Lindsay Masters careers advice meetings set up in both Years 10 and 11 with open offer for additional opportunities to follow up; parental inclusion invited
- Careers Convention each year includes two days of workshops for all Year 10 and 11 students, plus a conference open to all children and parents from Year 7 to Year 11
- SEND: inclusion in the Careers Convention - supported access to all workshops, SEND-specific session in the conference, work with Careers Hub Southwest, United Response and Yep to set up individual meetings with SEND students and parents
- STEAM opportunities: e.g. Engines Club
- Your Enterprise Adviser
- Good will from industry
- Links with Further Education and University
- PP16 Year 10 Aspirations Trip every May including college and university visits
- SEND bespoke provision for college visits and 1:1 support on the trips

- Better links with IOSC Children and Families Services to track and support retention post-16. Years 12-13
- Work with Strengthening Families practitioner to develop improved advice and guidance beyond FIA for post-16
- Improvement for key transitions points
- Continuous development of challenging stereotypes
- Strengthen relationship with governors
- BM4 Linking Curriculum to learning & linking curriculum teachers with industry (Jigsaw and CDI alignment)
- Training with Careers Hub Cornwall
- More apprenticeship links
- Contemporary employability Skills
- Improved links with mainland post-16 providers

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<ul style="list-style-type: none"> • Uniqueness of location and strong staff / student relationships • Careers embedded in weekly dedicated PSHE curriculum lessons from R-Y11 using the Jigsaw scheme • Staff embed careers in all subjects • Mundesley students are supported with independent living skills in preparing for adulthood. • Planned cultural capital increased through planned residentials • Culture on Scilly programme working with the Arts Council and local partnerships to bring theatre and arts practitioners to the islands and create mainland residential opportunities to open access to education and careers in the Arts • Work placements in vocational courses (Hospitality and catering/Child development/engineering) • School investment in CareerPilot and staff training delivered in use of this; parent workshops offered 	
<p>Weaknesses</p> <ul style="list-style-type: none"> • DfE retention data for students post-16 shows significant gap with national data: high progress at FIA is not sustained once students get to the mainland • Evaluation and measuring impact and lack of data • Underdeveloped transition mechanisms to the mainland for Y12 and beyond and feedback about this • Parental engagement post Covid - need to rebuild awareness and confidence in exploring mainland provision 	<p>Threats</p> <ul style="list-style-type: none"> • Facilitating a wide range of work experience placements due to geography • Long term and unknown impact of Covid-19 to social and educational mobility. • Post 16 funding • Concern about student accommodation on the mainland post-16 and how far this leads to underachievement, dropping out and lack of safety
<p>Key priority/action areas from SWOT:</p> <ul style="list-style-type: none"> • Securing provision and support for 100% engagement in successful and meaningful work experience placements • 100% of students pursuing further education, training and employment • Success (defined as academic progress and pastoral wellbeing) post-16 and post-18 for all • Partnership working with IOS Children's Services and Strengthening Families • Support for parents, Council and external providers in positive discussions about post-16 funding and accommodation 	

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Development of Careers Provision Objectives: Key Prompts

Vision:

- Should objectives be set around development/sharing of a vision?

Current State:

- Should objectives be driven by review of evidence (including Destinations Data) from SOAR analysis?
- Should objectives be driven by key priority benchmarks or by sub benchmarks at a student level?
- Should objectives be driven by key SEND/vulnerable groups in your school, special school, or college?

Whole School/College Objectives: Key Prompts:

- What issues is your school, special school, or college 'trying to solve'? Consider how Careers provision can add capacity and can be 'part of the solution'
- Key issues for the school, special school, or college from the development plan
- Key areas for improvement from Ofsted
- Key thematic areas for the school, special school, or college (i.e., parental engagement, stakeholder voice, literacy, oracy, etc.)

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These were ideas jotted down based on our conversations and would need to be detailed a little more below.

Key Strategic Objectives	
1	Recovery
2	Developing Ownership
3	Language
4	Transitions
5	Evaluation and impact

GOALS (What your main goals are)	Key Strate gy obj.	LED BY?	RESOURCES	BY WHEN?	SUCCESS CRITERIA / IMPACT (How will you know that you have been successful?)
1. To provide careers education and guidance from Year 7 – 11 that inspires and enables students to learn and develop in their career development and that comply with Gatsby Benchmarks and the updated CDI framework. Young people should be supported to learn about their strengths, weaknesses, and how to develop realistic careers aspirations and decision making skills, as well as being provided with information about career	2,4,5	LAM TGT PRS	Project Wk Tutor Time School Staff SLT Employers Enterprise Advisers CEC	Summer 2025	Compass Assessment Future Skills Questionnaire - Feedback from students, parents, teachers, employers and LEP Faculty Feedback Curriculum Assessment Use of career pilot

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pathways from external sources combined with independent guidance. (GATSBY 1-8)			CSW Governors		
2. To develop a stable careers programme Update school careers policy and have this approved by SLT and board of governors. Publish careers policy including Bakers Clause statement, student entitlements and links to careers, apprenticeships, FE and HE websites for students and parents on school website Confirm plan developments with SLT and careers link on the board of governors and agree annual reporting to governors. (GATSBY 1)	1,3,5	LAMLAM TGT PRS	RBS – Careers Link	June 2025	Policies published on website Future Skills Questionnaire - Feedback from students,/parents/teachers/SLT/ Governors and CEC Firefly content added and accessed. skillsbuilder eportfolio and CDI statements articulated by students Careerpilot use Yrs 7 - 11
3. To co-ordinate and promote work experience in Year 10 with a target of 100% attendance. (EHCP exceptions may impact this) Enable students to reflect on their experience and develop self-awareness of their strengths, skills and areas for improvement. Publish information on work experience for students, parents and employers on the website. To develop interactions using on-line forums and virtual access as appropriate to student needs. (GATSBY 2, 5, 6)	2,4,5,	LMS TGT PRS	EBP Y10 Tutors Y10 HoY Y10 LSM SLT	July 2025	100% participation (where EHCP allows) Work Experience Log-Books Reflective Journal Future Skills Questionnaire - Feedback from students, Employer visits by staff and feedback Employer feedback Skillsbuilder eportfolios- pilot with Y10(2026)
4. Careers advisor to interview all Year 11 individually or in sector specific groups with a focus on Y11 transition support and vulnerable groups. Careers Lead to advocate referrals to appropriate agencies for SEN and vulnerable YP for targeted support where appropriate to enable YP to achieve their potential. To provide careers advice and guidance for students in Y7 – 11 as required on option choices, future aspirations, addressing and supporting barriers to YP achieving their	1,4,5	LMS TGT PRS RSR RFE	Compass SENCO CSW, Early Help Hub, YPC, CAMHS Post 16 providers Careers Hub Next Step	Dec 2024	100% applications to college / employers 100% acceptance rate for Y11's based on appropriate IAG Destination Data Student and parents feedback Future skills questionnaire Firefly Careers section Careers info on student notices

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potential, raising aspirations and challenging gender stereotyping preconceptions in careers, prioritising those with EHCP, PP or those identified as 'vulnerable or at risk'. (GATSBY 3, 8)			HE providers		
5. Careers Lead to facilitate transition support for targeted students Y9-11 with an EHCP, SEND, CIC, Educated otherwise or at risk of NEET in conjunction with CSW Group under the LA Transitions Contract. Develop close partnership working with Children's Services and the school SENCO to support this. (GATSBY 3,8)	1, 4	LMS TGT PRS	SENCO JAP/CD CSW HW	July 2025	Successful transition after Y11 Links with college staff/CSW for on-going support post 16 YP and parents feedback. Destination Data Personalised careers provision for all pupils elevated level of input through life skill components of BTEC and PHSE curriculum Work with Strengthening Families practitioner from IOS Children's Services
6 To continue the on-going development of an effective alumni. To encourage alumni to support current students by raising aspirations, raising awareness of LMI, direct contact with employers, developing links with curriculum subjects and mentoring support. To develop a database of speakers. To encourage sign up to alumni end of Y11 and develop systems to record intended destinations to share with post 16 providers. (GATSBY 3, 4, 5)	4,5	MHS DBR	Project week activity	July 2025	Alumni database Student & teacher feedback - circle time Regular contact and a varied programme of activities such as assemblies, lessons, mentoring. Positive feedback from event
7. To establish and engage employer and training provider links. Raising awareness of STEM opportunities through employer contacts and activities in Project weeks. Promoting FIA's Enterprise Adviser within school activities. Develop a bank of sector focused employer contacts for project week activities to develop knowledge of employment skills. Facilitating access in Y10 and 11 with training providers, ASK and Jobcentre staff. All students in Y7-11 to have at least one encounter	1,2,3,4	LMS TGT PRS	Careers & Ent Co-Ord. Jobcentre Enterprise Advisers	July 2025	Careers Fair Future Skills Questionnaire - Feedback from students, E-portfolio collation using I-can statements from CDI Employer feedback SLT /staff feedback EA appointed and established within the school

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with an employer each year and by the end of Y11 to have had 10+ contacts with employers / training providers via project week activities, lunch time workshops and bespoke careers events. To develop LMI focused articles for the newsletter. (GATSBY 2, 4, 5)					Volume of employer contacts with students. Compass Plus Assessment Assemblies Personalised learning projects to reinforce links with local industry and employment encompassing aspirational pathways.
8. Linking curriculum learning to careers. To promote awareness of curriculum links with subjects at KS3 and KS4 Option choices using career programmes Career Pilot, alumni activities. Careers Leader to ensure staff are promoting careers in their teaching and extra curricular activities by raising awareness with Faculty heads, CPD and through regular audits. Posters and curriculum narrative. (GATSBY 4)	1, 3	TGT PRS RLN	SLT (RLN) Faculty Heads Teachers	July 2025	Faculty audit Student feedback Improved motivation for learning curriculum narrative addition Posters in each subject room
9. To develop the role of Careers and engage with appropriate training for this role. Workshops/webinars and online training. To contribute to the Cornwall Careers Hub and maintain membership of CDI to update careers knowledge, to be able to deliver independent careers advice, and develop a network of support for resources and careers activities. (GATSBY 2, 8)	1,3,5.	TGT	Careers Hub CDI CEC EC -Ruth Bennetts Careers professionals	July 2025	CPD development Recorded on CDI register Sharing good practice- Teams meets Completion of Careers Leader training RBS careers pilot input for Y6-Y11 teachers
10. Encounters with Further and Higher Education. To continue partnership working with education providers and universities to enable students to understand the full range of learning opportunities open to them. Careers Lead to arrange meaningful FE visits for Y10 and Y11 trips to colleges and universities. To ensure a broad assembly	1-5	LMSTGT PRS	Links with FE Contacts Penwith, Cornwall College,	July 2025	College and Careers convention College visits University visits and HE contacts with all years focusing on Y9-11 Apprenticeship sessions and workshops Compass assessment

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programme from FE colleges, 6 th Forms and universities in Y10 and 11 to support informed choices at KS3 and 4. To enable access for students in Year 8-11 with FE and HE providers at College and Careers Fair(s) and Project Week activities. (GATSBY 7)			Exe Uni/Fal contact, Plymouth Uni 6th Forms		PP16 Y10 trip May '25
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Section 2 - Summary of provision for Years 7 - 11

Group	Careers and work-related education activities	Careers information, advice and guidance
Year 7	<ul style="list-style-type: none"> • Introduction to careers exploration • Development of aspirations, self-awareness and personal development through a varied and inspiring programme of project week activities or tutor based activities. • Jigsaw Dreams and Goals: Celebrating success, identifying goals, employment, learning from mistakes, overcoming challenges, planning skills, safe & unsafe choices 	<ul style="list-style-type: none"> • Access to 1:1 information, advice and guidance with FIA Careers Adviser through referral by YP, HoY, staff or parents • Employer visits and careers assemblies at lunch times or after school. • Enterprise Adviser • LSM/PRS interventions • students notices/newsletter and Firefly
Year 8	<ul style="list-style-type: none"> • Year 8 Careers lessons (intro to careers programmes for careers exploration, decision making/informed choices) • Access to employers and FE providers • Year 8 Option Choices and Careers Support • Development of aspirations, self-awareness and personal development through a varied and inspiring programme of project week activities or tutor based activities. Introduction to STEM Careers linked with project week activities and global goal themes. 	<ul style="list-style-type: none"> • 1:1 support for SEN and PP students to support option choices. • Access to 1:1 information, advice and guidance with MBA Careers Adviser through referral by YP, tutors, subject specialists staff or parents • Careers Adviser support at assembly inputs • External providers delivering STEM sessions • Access to FE/HE providers at Careers Fairs, Options Evening • LSM interventions

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	<ul style="list-style-type: none"> Jigsaw Dreams and Goals: Long-term goals, skills, qualifications, careers, money and happiness, ethics and mental wellbeing, budgeting, variation in income, positive and negative impact of money, online safety and legal responsibilities, gambling issues 	
Year 9	<ul style="list-style-type: none"> Careers Activities - <ul style="list-style-type: none"> Career Pilot, personal interests, careers quiz, decision making skills, personal development. 1:1 CIAG appointments for all students as requested Year 9 Option Choices and Careers Support 1:1 CIAG appointments for students with an EHCP Annual Review with transition focus for EHCP students. Access to employers, FE and training providers Enterprise Adviser engagement Jigsaw Dreams and Goals: Personal strengths, health goals, SMART planning, the world of work, links between body image and mental health, non-financial dreams and goals, mental health and ill health, media manipulation 	<ul style="list-style-type: none"> Access to 1:1 information, advice and guidance with MBA Careers Adviser through referral by YP, tutors, staff or parents Focused Career Pilot session with follow up support Careers Fair with access to multiple education and vocational providers Whole school support, Tutor support, tutors. LSM's, SENCO, Exeter / Falmouth University Student Ambassadors Alumni talks and workshops on option choices Next Step Support
Year 10	<ul style="list-style-type: none"> Aspirations Trip: College taster visits, University experience, independent living practice Work Experience Preparation– introductory assembly, job-search skills, support in securing placements. Health & Safety in the Workplace, expectations in the work place, setting targets. Work Experience placement 17th-21st July 2023 1:1 CIAG appointments for students requiring support College Taster days during PP16 visit. Access to careers programmes for careers exploration Access to employers, training providers, FE and HE providers 	<ul style="list-style-type: none"> Tutor support lessons in preparation for work experience Work experience support for target group disadvantaged students or any student requiring help with school Careers Adviser Individual careers information, advice and guidance for students with school Careers Adviser Support from tutors, LSM, SENCO, support staff. Alumni talks and workshops in prep for employment Employer engagement through project week activities facilitated and monitored by Careers Leader Access to additional support from Enterprise Advisers

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	<ul style="list-style-type: none"> • EHCP, PP and vulnerable transition support • Introduction to Apprenticeships • Introduction to Armed Forces Careers - Careers convention • Enterprise Adviser engagement • Brilliant Club Scholars Programme • mock interviews - reinstate in Autumn 2024 • Jigsaw Dreams and Goals: Impact of physical health in reaching goals, relationships and reaching goals, resilience, work/life balance, connections and impact on mental health, balanced diet, vital organs, blood donation, benefits of helping others, online profile and impact on future goals and employability 	<ul style="list-style-type: none"> • PHD Tutors on the Scholar Programme
Year 11	<ul style="list-style-type: none"> • Culture & Curriculum Trip to London: Careers visits, Museum and Gallery cultural experiences, interviews with alumni and workplace experiences • Careers interviews for all Year 11 students • Assemblies from local FE, 6th Form and Apprenticeship providers – Post 16 Transition • Apprenticeship group work and support • Access to employers, FE and HE providers throughout Careers Fair and project week activities to support Post 16 choices • Student and Parent College information evening • Transition support for selected students with an EHCP, PP and 'at risk' including college visits/tasters • 16+ Application process with tutor team and LMS • Mock Interviews • Higher Education Awareness – visits and assemblies • Inspirational Careers talks from Employers – LMI, STEM 	<ul style="list-style-type: none"> • Individual careers information, advice and guidance for all Y11 students by Careers Adviser in school • Tutor and Year Team Support • Transition support and guidance for students with SEND, PP and other vulnerable groups from Careers Adviser, Learner Support Mentors and Head of Year • Support from external agencies such as EHH, CSW, YPC • Guidance and support with 16+ Applications by Tutors and Careers Adviser • Mock Interview preparation in project week • Interview support from Rotary Club • Alumni events • Access to additional support from Enterprise Advisers

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	<ul style="list-style-type: none"> Enterprise adviser engagement Jigsaw Dreams and Goals: Anxiety, solution focused thinking, sleep, relaxation, Aspiration on; career, finances, budgeting, borrowing, relationships, Skills identification, realistic goals, gambling, financial pressure, debt, dream jobs, skill set, employment, education and training options, long-term relationship dreams and goals, parenting skills and challenges, resilience, what to do when things go wrong 	
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Section 3 - Calendar of main activities and events

CEIAG Careers Plan 2024- 2025

In partnership with Project Week themed activities, assemblies and the College and Careers Convention, students will have a spectrum of careers input over their school year.

Primary CEIAG Activity	Date	Providers	CDI Framework and Gatsby Benchmarks	
Year 7 CEIAG Activity	Date	Providers	CDI Framework and Gatsby Benchmarks	

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Career Pilot, Insight into Higher Education and the Pay Index – researching job sectors, HE choices and pay statistics	TBC	Careers Hub South West Career Pilot	Explore possibilities, See the big picture, Balance Life & Work, Manage Career	Gatsby: 1, 2, 3, 4, 7,
Year 8 CEIAG Activity	Date	Providers	CDI Framework and Gatsby Benchmarks	
Career Pilot, Insight into Higher Education and the Pay Index – researching job sectors, HE choices and pay statistics	TBC	Careers Hub South West Career Pilot LMS (MBA) in person	Explore possibilities, See the big picture, Balance Life & Work, Manage Career	Gatsby: 1, 2, 3, 4, 7,
College and Careers Convention – engaging and informative activities from a wide range of employers and education providers	Oct 3rd-4th 2024	Employers from a range of occupations reflecting the 21st C labour market. . FE and HE providers Invited to come after school only	Grow throughout Life, Explore Possibilities, Manage Career, Create Opportunities, See the big picture	Gatsby: 1, 2, 3, 4, 5, 7 8,
John Muir Award	Project Wk? 24		Grow throughout life,	Gatsby: 3
Year 9 CEIAG Activity	Date	Providers	CDI Framework and Gatsby Benchmarks	
Careers Talks – virtual and on-line presentations to engage and inspire as part of National Careers Week	TBC	Employers from a broad range of sector occupations	Explore possibilities, Manage career	Gatsby: 2, 3, 4, 5, 7,

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Careers Pilot followup researching job sectors, HE choices and pay statistics	March '25	Lindsay Masters in person @FIA	Grow throughout Life, Explore Possibilities, Manage Career, Create Opportunities	Gatsby: 1, 2, 3, 4, 5, 7 8,
College and Careers Convention – engaging and informative activities from a wide range of employers and education providers	3rd-4th Oct 2024	Employers from a range of occupations reflecting the 21 Century labour market. . FE and HE providers	Grow throughout Life, Explore Possibilities, Manage Career, Create Opportunities, See the Big picture	Gatsby: 1, 2, 3, 4, 5, 7 8,
Y9 Articulatory Programme –	TBC	Next Steps funded training programme Communicate With Confidence - Articulatory	Grow throughout life, Create opportunities Manage career	Gatsby: 3
Year 10 CEIAG Activity	Date	Providers	CDI Framework and Gatsby Benchmarks	
Work Experience Preparation – Assembly, Tutor and Careers support	Dec-July 2024/25	Lindsay Masters and Y10 Tutors TGT	Explore possibilities Manage career Create opportunities	Gatsby: 1, 3, 5
College and Careers Convention – engaging and informative activities from a wide range of employers and education providers	3rd-4th Oct 2024	Employers from a range of occupations reflecting the 21C labour market. FE and HE providers	Grow throughout Life, Explore Possibilities, Manage Career, Create Opportunities, See the Big picture	Gatsby: 1, 2, 3, 4, 5, 7 8,
Career Pilot follow up	March '25	Lindsay Masters in person @FIA	Grow throughout Life, Explore Possibilities, Manage Career, Create Opportunities	Gatsby: 1, 2, 3, 4, 5, 7 8,
Careers Talks – virtual presentations to engage	March 2025	Employers from a broad range of sector occupations	Explore possibilities, Manage career	Gatsby: 2, 3, 4, 5, 7,


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and inspire as part of National Careers Week				
PP16 mainland		Truro Penwith, Devon and Cornwall Police	Grow throughout Life, Explore Possibilities, Create Opportunities, See the Big picture	Gatsby: 1, 2, 3, 4, 5, 7 8,
Health & Safety in the Workplace – Preparation for Work Experience	July 2025	Cornwall EBP Resources and lessons TES lesson plan – signs of safety Work Experience Preparation Assembly	Manage career, Balance life and work,	Gatsby: 1, 3, 5, 6
+ Penwith College Experience Day – opportunity to visit and try out post 16 courses	July 2025	Emma Kelly, Lucy Maggs Penwith College	Grow throughout life Explore possibilities Create opportunities	Gatsby: 1, 2, 3, 4, 7
+ Cornwall College Experience Day – opportunity to visit and try out post 16 courses	July 2025	Trudy Rudge Cornwall College	Grow throughout life Explore possibilities Create opportunities	Gatsby: 1, 2, 3, 4, 7
+ University of Exeter Scholars Programme Pre 16 Pathways Subject specific tutoring pathways	Feb 2025 onwards	Hayleigh Stentiford – Outreach Officer University of Exeter Outreach Team	Manage career Create opportunities Grow throughout life	Gatsby: 2, 4, 7, 8
Brilliant Club Scholars Programme -supporting G&T students to follow a degree level tutorial and	To be reinstated	The Brilliant Club. Phd Tutor. Oxford and Exeter University outreach teams.	Manage career Create opportunities Grow throughout life	Gatsby: 2, 4, 7, 8

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raise attainment for leading universities.				
Work Experience Week – all students to take part in a week's work placement with an employer aimed at inspiring and developing career aspirations	July 2025	Education Business Partnership Local and national employers	Grow throughout life Explore possibilities Balance life and work See the big picture	Gatsby: 1, 2, 3, 4, 5, 6,
On-going Virtual Work Experience Placements	All year	Medic Mentor Allied Healthcare Mentor Speakers4Schools Springpod	Explore possibilities	Gatsby: 2, 3, 4, 5, 6,
Year 11 CEIAG Activity	Date	Providers	CDI Framework and Gatsby Benchmarks	
1-1 Careers Guidance interviews on Post 16 Options for all Y11 students – with further support for YP with add'n needs.	Sept – November 24	Lindsay Masters - Careers Adviser CSW Adviser, if additional needed	Manage Career Explore possibilities Create opportunities	Gatsby: 1, 2, 3, 4, 8
Presentations from FE Colleges, 6th Form Providers and Apprenticeship Providers	Sept 24 – Jan 2025	Penwith & Truro College Cornwall College Camborne School of Maths and Science Helston CC, Ask Apprenticeships	Explore possibilities See the big picture	Gatsby: 1, 3, 4, 7,
Keynote Speakers in Project Weeks, Assemblies or National Careers Week	Nov / Feb '24 March 25	Inspirational employers to inform students about future opportunities and LMI	Explore possibilities See the big picture	Gatsby: 2, 3, 4, 5

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Apprenticeship Workshop – Support with finding work, CV's, applications	October '24	ASK Adviser, College Apprenticeship Teams, MBA Careers Adviser	Create Opportunities Explore possibilities Balance life and work	Gatsby: 1, 2, 3, 5,
Mock Interviews	Autumn '24	Rotary Club IOSC Steamship	Grow throughout life Explore possibilities Manage career	Gatsby: 1, 2, 3, 5
On-going Virtual Work Experience Placements	All year	Medic Mentor Speakers4Schools Inspiring the Future	Explore possibilities	Gatsby: 2, 3, 4, 5, 6,
College and Careers Convention – engaging and informative activities from a wide range of employers and education providers	3rd/ 4th Oct 2024	Employers from a range of occupations reflecting the 21 Century labour market. FE and HE providers	Grow throughout Life, Explore Possibilities, Manage Career, Create Opportunities, See the Big picture	Gatsby: 1, 2, 3, 4, 5, 7 8,
Future moves- interview carousel practice	14th January	school and community interviewers  Future Moves Possible Interviewers	Grow throughout Life, Explore Possibilities, Manage Career, Create Opportunities, See the Big picture Balance life and work	Gatsby: 1, 2, 3, 4, 5, 7 8,
Year 11 Leavers celebration		Lord Lieutenant's Award as part of gifted and talented recognition. in conjunction with ISSG for the 'Regatta trophy'		

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Section 4 - Agreements with providers

Agreements with providers				
Name of provider	Contact information	Services to be provided	Financial agreement	Notes
Council of the Isles of Scilly Strengthening Families	Key focus for development	Key focus for development		
Careers South West		Destination Report Draft – Dec 21, Final Feb 2022 1-1 Support for EHCP, SEN, vulnerable students in care, educated otherwise in Y9 – Y11	Local Authority funded work under LA contract	Partnership Agreement reviewed annually
Careers Hub CIOS Enterprise	Ruth Bennetts – Enterprise Co-Ordinator Ruth.Bennetts@cornwall.gov.uk Mobile: 07483 134987 Careers Hub CIOS, Level 5 Zone A, Pydar House, Pydar Street, Truro, TR1 1XU	Support with all aspects of careers Compass Assessment Engagement with Enterprise Advisers Support with Compass Plus Support with meeting GATSBY benchmarks	No cost	
Employer Enterprise Adviser	Stuart Reed/ Tim Weiss Isles of Scilly Steamship	Da vinci Prize? integrated STEAM competition for new boat ?	no cost	Continue discussions with Tom
Employer Enterprise Adviser				

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Next Steps South West	Lindsay Masters – ISC Natalie Battelle – Outreach Officer N.Battelle@exeter.ac.uk Carole Pippin – ISC Officer carol.pippin@plymouth.ac.uk	Working with targeted students Raising awareness of HE Articulacy CPD Career Pilot Access to HE student ambassadors	No cost for targeted students Termly reimbursement of Next Step work incurred	Termly payment to MBA to cover ISC hours
Penwith College	Emma Kelly Lucy Maggs 01736 335000	Careers Fair, College visits Transition Support Publicity	No cost	Ongoing
Truro College	Lisa Briscoe – Director of Student Exp. Helena Newton - Secretary 01872 305325	Transition Support FE visits, Careers Fair, Marketing	No cost	Ongoing
Cornwall College	Trudy Rudge– Schools Partnership Co-Ordinator Tel: 07909 686072	Transition Support FE visits, Careers Fair Marketing, Parents Evenings	No Cost	
Springboard	Gemma Edmonds – Head of SW Mob: 07825 776819 GemmaE@springboarduk.org.uk	Future Chef Programme Careers Fair Project week support	No cost	Links with The Hive Eden Project
National Citizen Service	Alex Lamb NCS Delivery Co-Ordinator Email: Alex.lamb@bfadventure.org Mobile: 07495232682 Telephone: 01326 341818 /	NCS programme Mock Interviews PSHE support	No cost	

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	Web: www.bfadventure.org			
Armed Forces Careers Office, Redruth	SGT Tony Hands – RN NOW LEFT Corporal Jonathan Overend – Army Tel: 01209 215785	Careers visits Mock Interviews Support with Project week activities	No cost	
Targeted Youth Workers Cornwall Council Together for Families	Sally Trevithick Sian Smith 01872 326056 07483333932 Andrea Keast andrea.keast@cornwall.gov.uk Tel: 01209 615061 Mob: 07805813684	1:1 support Guidance Mentoring	No cost	
Jobcentre – Dept for Works and Pensions	Louise Allen – Schools Adviser 07824 351584	Mock interviewEmployability skills Careers Advice, Links with employers	No cost	
Falmouth University	Andrew Wallis Andrew.wallis@falmouth.ac.uk	University Visits, Workshops, activities and presentations	No cost	
Speakers 4 Schools	Stephanie Anderson – Regional Engagement Manager Tel: 07436035688 speakersforschools.org	Access to free Virtual Work Experience Placements	No cost	

Section 5 – Allocation and deployment of resources

Self-help information provision	
Type of provision	Details

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Personal Careers Guidance	Careers Adviser (PRS/LMS) accessible to all students and parents/carers via email Monday – Friday 8.15am - 4.30pm.
Careers resources area of library/learning resources centre	Careers library in Compass is accessible to all students for careers support. Regularly updated with current publications. Annual audit of resources. Information resources are also being made available on the FIA website and Firefly for students, staff and parents. online careers library on school website plus weekly updates on Firefly and student notices
Careers pages on website/VLE	Careers information available on website. On-going development and improvement resource available to students and parents on FIA Firefly
Digital media	Regular communication with students of information using school Email – college open days, apprenticeship vacancies and events, university tasters, etc. Regular updates of careers events and key information with parents/carers using Parentmail and school newsletter by PRS iPads used to access careers resources in tutor times through student notices and group lessons. Skills builder portfolios to be piloted by Y10 students
Notice Boards and displays	Careers poster and notices on display board and resources available in careers library. Careers Page in every FIA Newsletter Careers Slide in Secondary Notices weekly
CPOMS	Individual careers interventions now recorded on CPOMS to provide systematic record of careers support for every student. Action plans Emailed to every student and parents by LMS (MBA)
Action Plans	All students are E-mailed or given a copy of their Career Action plan and can have access to a copy of their Careers Action Plans. Parents are also invited to have access to action plans.

Section 6 – Evaluation schedule

Evaluation focus	Evaluation methods	When?
Project Week Activities	Students - google doc evaluation form to students on project week activities – across all years SLT and teacher feedback.	End of Project week

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Work experience –	Students completing work experience Log-Book, Students completing Work Experience Report, Student Evaluation Form – Google Doc. Employer feedback, Teacher visits Careers Leader completes an annual Work Experience Evaluation report based on all feedback.	July '25
Employer visits / Trips	Student Evaluation Form or Google Doc Teacher feedback, Trip Pack	At time of visit
Students in Years 11 – end of year evaluation	Annual Evaluation of Careers Support of all aspects of careers support over the year Parental evaluation completed	May 2025 – to inform Careers Plan for next year
Guidance Interviews – all years	Student feedback, Teacher feedback, Parents feedback Positive Outcomes – behaviour, focus, etc	At time of interview Review dates as required
Performance Management 2024-25	Appraisal with Line Manager	Bi-Annually

Section 7 – Roles and responsibilities

Roles	Responsibilities
Governors and SLT	Rachel Gibb
Senior leader and Line Manager	Rachel Lewin
Careers Link in Board of Governors	Rob Lambert
SENCO, Deputy SENCO	Charlotte Jewell
Curriculum leader for Global Citizenship and PSHE	Harriet Stromberg
Careers Leader / Aspirations Lead	Tim Garratt (FIA) supported by Lindsay Masters (MBA)

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Careers Information staff	Lindsay Masters, Penny Rogers, Tutors, Heads of Year, Learning Support Mentors, Faculty Heads, Subject Teachers
Administrative and support staff	
Learning Support Mentors	
Heads of Year 7 - 11	H Stromberg/D Baxter, C Robson, C Mirable, L Bloor, M Broadhurst/R Thornton, T Garratt