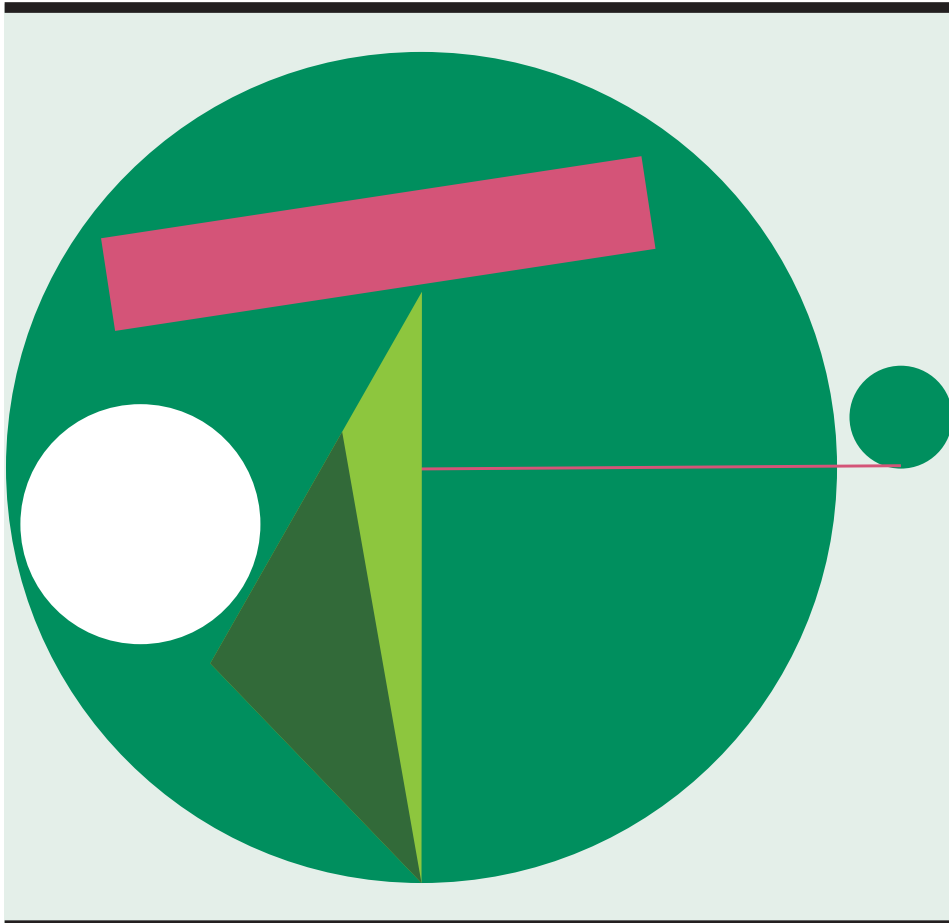


RSA Academies' Preparing for the World Beyond School Commitment



RSA Academies prepares students for the world beyond school, enabling everyone to develop a wide range of skills and knowledge so they can thrive in continuing education, the world of work and in society.

Teachers and middle leaders commit to:

Offering support to **parents/carers** on parents' evenings and careers-related events, enabling parents/carers to be better informed and equipped to discuss options and support their child to make decisions about their future from a young age

Developing events/programmes around **challenging stereotypical thinking**: e.g. encourage aspiration to go to university, encourage girls into STEM, opening up access to work-related learning for disabled young people

Targeting pupil premium students via a **tracking database** that records all extra-curricula activities these students take part in

Introducing Key Stage 1 and 2 pupils to the world of work and raise aspirations through involvement e.g. university connections such as in **Children's University**, with every pupil owning a '**passport to learning**'

(Secondary schools only) School Careers Coordinators commit to:

Adhering to the **government's Career Strategy** including the **Gatsby Benchmarks**

Using the **COMPASS tracker** tool

Facilitating at least **one encounter with an employer** for each year with a range of the following: careers fairs, enterprise events, mentoring by employers, mock interviews and CV writing, 'speed dating' events

Organising **workplace visits** for all Y10 and Y12 students which include one of the following: work shadowing, in which a student accompanies an employee through their working day, extended school visits to workplaces, work experience over a longer time period, work experience for 2-5 days

Facilitating at least **one visit a year to or from other educational institutions** such Sixth Forms, colleges, universities and apprenticeship providers

Making use of the **Opening Doors for Business** programme (if available)

Liaise with the **CEC Enterprise Advisor and Enterprise Coordinator**

Organising at least one opportunity a year for a **guidance interview** with a career adviser, who could be internal (a member of school staff) or external

Developing **Career Pathway Progression Plans** for each student from Key Stage 3, which provides a structure for students' career development activities and an online space

Identifying, targeting and prioritising those at risk of becoming **NEET** and the reasons why when organising the interviews

Using a **range of assessments** to review and identify skills, interests, attitudes and match with career plans

Developing a **strong network of alumni** who will provide support for current students

(Secondary schools only) Pupils commit to:

Developing a **CV, personal statement and record** of all their academic and extra-curricular achievements by the time they leave the school

Learning how to **access and use sources of information**, advice and guidance from within the school and other specialist services to help with options choices and longer-term goals

Principals and senior leadership teams commit to:

Developing and publishing a **Careers Education, Advice and Guidance plan** that outlines the provision for raising aspirations and broadening horizons through:

- linking curriculum learning with careers, with all pupils in every year having the opportunity to learn how the different subjects across the curriculum are applicable to the world of work
- providing extra-curricular opportunities in both primary and secondary phases to enable the development of skills for the world beyond school, including student leadership, voluntary work and business/enterprise.
- partnerships with educational and employment providers, enabling students to have multiple opportunities to learn what they will need to do to prepare for the world beyond school.
- experiences in different contexts, such as work visits, work shadowing and/or work experience and experiences with providers of the full range of learning opportunities, including Sixth Forms, colleges, universities and apprenticeship providers.

Ensuring pupils' access to **specialist teachers** and encourage sharing support and facilities across the RSA Family

Providing **CPDL which enables teachers to embed careers education** into their teaching, including training that ensures a culture of career development is core to education training practice and CPDL in our schools

Allocating curriculum time for the teaching of careers education in related subject areas across education phases and transitions between key stages, as well as in PSHE and citizenship education

Nominating a **member of the leadership team who has responsibility for careers education** and a member of staff who is responsible for co-ordinating careers education, information, advice and guidance through phases, including transitions between key stages

Appointing one or more staff to take on the role of **School Careers Co-ordinator** (secondary schools only)

Gathering **destinations data** from year 9 onwards for three years after each student's leaving date, with the data separated into the main categories of employment, apprenticeship and further and higher education, including Oxbridge and Russell Group universities, as well as gender, ethnicity and FSM

Governing bodies commit to:

Making direct reference to this Commitment in their **Academy development plans**, to ensure careers education, advice and guidance provision is continuously developed and is invested in each year

Identifying a governor who has a remit to encourage business and workplace engagement and to take a strategic interest in career guidance

Lead governor to **maintain links with CEC Enterprise Advisor and Enterprise Co-ordinator** (secondary schools)

Agreeing a **Careers Education, Advice and Guidance Plan** and ensuring sufficient resources are available to support its delivery

Track participation in all programmes to prepare children for the world beyond school to ensure full participation by pupils, including those from disadvantaged backgrounds

RSA Academies and the RSA commit to:

Carrying out an **audit of resources and share** amongst staff to develop opportunities for cross-Family use and encourage collaboration

Inviting **RSA Fellows** to inspire students and share their career stories and help with connecting students to the world of work

Promoting the **partnership with the University of Warwick** to facilitate access to Higher Education and monitoring its use by the schools

Appointing a Careers Coordinator to coordinate an aspirations programme for Key Stage 3 across the RSA Family of Academies

Continuously developing our programmes in this area for example **RSA Academies' Takeover Day**, and including fundraising to develop our distinctive offer

A **programme of research** exploring student outcomes and impact, best practice and refining the RSA Academies project design methodology

Annual **review** of progress made towards this Commitment and supporting staff and students to realise them