

The background features a series of concentric circles in light gray, some solid and some dashed, creating a ripple effect. A large red speech bubble is centered on the page, containing the text.

Careers at Haven High Academy

Charlotte Reynolds, standing in for Elaine Dutton

Academy Context

- Haven High Academy is a co ed 11-16 secondary academy in Boston, Lincolnshire.
- 220-250 students per year group. New Y7 will be 260.
- 40% EAL – mostly Eastern European.
- Lincolnshire itself is largely rural, with pockets of affluence and large areas of poverty, joined together by miles and miles of fields and very few main roads!!
- Boston is a small port town, quite isolated in terms of geography and opportunity.
- Jobs are mostly in agriculture, with many warehouses and factories, as well as hospitality and manufacturing.
- Selective grammar schools, of which Boston has 2, who take the top 30% highest achievers academically
- High levels of apathy, low aspiration and social mobility. Applies to parents as well as students

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Academy Vision

‘We aim to ensure that every student that comes through our doors, regardless of background or individual need has the confidence and skills to become happy and successful citizens of the future. Students leave equipped with the ability, drive, ambition and resilience to take their next steps.’



Where did we
start?

- No careers framework
 - occasional tutor time tasks
 - social studies- CVs
 - Occasional external speakers or workshops
- Lack of evidence showing impact on our learners
- OFSTED identified it as an area for improvement
- No formal work experience programme

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What were our
key priorities?

- Compliance with statutory guidance
- Work towards meeting the Gatsby benchmarks
- Student Voice vs Academy input
- Triangulate policy, practice and performance

**We're in it for the students, not just
the school.**

How have we implemented them?

- Three distinct areas of focus: Career, Enterprise & Community
- Structured programme for tutor times, based on the CDI framework (which will now be updated to reflect recent changes)
- Embedded throughout curriculum
- Teachers signpost career options which link to their subjects
- Dropdown days to focus on specific industries, skills or progression routes
- IMPACT Fest- more on this later!
- Annual participation in career week, apprenticeship week, enterprise week etc.
- Dedicated and comprehensive work experience programme
- Future zone & career library- all students have a 1-1 careers interview (triage approach- quick chat to assess needs, referrals made if needed for further guidance)
- Breakfast with a Business

IMPACT Fest

- Whole school trop down day
- Over 70 local businesses, community groups and charities attended
- All students given a passport to complete and engage with exhibitors
- Competitions
- Zones to target specific areas of interest(STEM, Sport, Community, Enterprise, & Careers Education)
- Supported transition week
- Helped our students understand what opportunities are available for them in their local town
- Supports our 'raising aspirations' academy focus

Our starting
point:

Benchmark	1st assessment Sept 2018	2nd Assessment Feb 2019
1 stable careers programme	17%	64%
2 Learning from career and labour market information	0%	20%
3 Addressing the needs of each pupil	42%	63%
4 Linking curriculum learning to careers	50%	50%
5 Encounters with employers and employees	0%	25%
6 Experiences of workplaces	25%	75%
7 Encounters with further and Higher education	16%	90%
8 Personal Guidance	100%	100%

Initial Self
Assessment- we
have now fully
achieved all
benchmarks!

Your evaluation results

This graph shows your latest evaluation results. Use the drop-down filters to review your progress and see how your plans will impact your results.

See how your school's latest results compare to past evaluations

Show previous evaluation results

See how your activities might improve your Benchmark performance

Add activities

Gatsby Benchmark	% achieved in latest evaluation i	% achieved
1 - A stable careers programme	76%	76%
2 - Learning from career and labour market information	100%	100%
3 - Addressing the needs of each pupil	81%	81%
4 - Linking curriculum learning to careers	100%	100%
5 - Encounters with employers and employees	100%	100%
6 - Experiences of workplaces	100%	100%
7 - Encounters with further and higher education	95%	95%
8 - Personal guidance	100%	100%

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Where are we
now?

- Awarded Career Mark in December, 2019
- Continuously exploring ways to improve careers education and opportunities
- Working with external agencies, businesses and the local community to develop programmes which are directly tailored to the needs of our students.
- Embedded work experience programme

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How is this
measured?

- **Triangulated analysis of:**
 - **Student Voice**
 - **Staff Voice**
 - **Parent Voice**
- **Evaluation of all events, workshops etc.**
- **Instant measurement using formative assessment approaches**
- **Responsive approach**
- **Destinations data**

Destinations Data

	Co15	Co16	Co17	Co18	Co19	Co20
College	73%	60%	72%	56%	64%	64%
Sixth Form School	19%	30%	12%	8%	11%	20%
Sixth form college	0	0	1%	5%	8%	3%
Apprenticeship	4%	1%	5%	3%	10%	12%
Other						
- Armed Forces				2%	1%	1 individual
- Employment with training	3%	1%	4%	0	0	0
- Left area/country				3%	0	1 individual
Known NEET	1%	8%	6%	Not yet released	Not yet released – none known	Not yet released – none known
Unknown (not included in above figures)	0	0	1%	23%	7%	3% (7 individuals)
Course level where applicable	NA	NA	NA	L1 - 20% L2 - 38% L3 - 42%	L1 - 10% L2 - 47% L3 - 43%	L1- 6% L2-24% L3 - 48% Unknown/ not stated – 22%*

What are our next steps?

- Establishing an alumni
- Continuous development of existing programme
- Targeted workshops for specific job roles (with selected students based on careers interviews)
- Further engagement with local community / businesses (post-Covid)
- Enterprise activities throughout year groups
- Volunteer programmes
- Student mentoring
- Careers & Enterprise ambassadors
- Themed breakfast with a business to target specific students and industries
- 'Meet the candidate' events for local apprenticeship providers
- Working with our primary schools
- Build an ethos where skills are as naturally embedded as our academic and careers frameworks

For further
information /
questions

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