

The DCA Careers program is based on the Gatsby Bench Marks which all school are to fully implement by 2020

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| 1. A stable careers programme | Every school should have an embedded programme of career education and guidance that is known and understood by students, parents, teachers, governors and employers. |
| 2. Learning from career and labour market information | Every student, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information. |
| 3. Addressing the needs of each student | Students have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each student. A school's careers programme should embed equality and diversity considerations throughout. |
| 4. Linking curriculum learning to careers | All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths |
| 5, Encounters with employers and employees | Every student should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities, including visiting speakers, mentoring and enterprise schemes. |
| 6, Experiences of work placements | Every student 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 to expand their networks. |
| 7, Encounters with further and higher education | All students should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace. |
| 8, Personal guidance | Every student 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. These should be available whenever significant study or career choices are being made. |

Note: The term 'career guidance' is used in this document and in recent government documents to describe the full range of interventions that support young people to make choices and develop their careers. The term 'personal guidance' or in DCA "Action Plan Meetings" is used to describe the one-to-one support offered by a Careers Adviser.

Opportunities for access a number of events, integrated into the school careers programme, will offer providers an opportunity to come into school to speak to pupils and/or their parents/carers:

This is an outline of the provision for this academic year, we will be adding opportunities as they become available across the year:

| Year Group | Autumn term 2019 | Spring Term 2020 | Summer term 2020 |
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| Y7 & 8 The Journey Starts | <ul style="list-style-type: none"> • Introduction Assembly W/b 23/09/19 • Tutor Time Activity “steps” booklet Start of term on going • Careers Fair All Years 16th October 2019 | Tutor Time Activity “steps” booklet | TBC “Speed Networking “ Tutor Time Activity “steps” booklet |
| Year 9 GCSE Options | <ul style="list-style-type: none"> • “Feeding Britain’s Future” Future First workshop “Decision Making” Workshop is with volunteer from the grocery industry to come into the academy and work with the students 27th September 2019 • Tutor Time Activity “Steps” booklet start of term on going • Careers Fair All Years 16th October 2019 | Big Bang Visit TBC Tutor Time Activity “steps” booklet | TBC “Speed Networking “ Tutor Time Activity “steps” booklet |
| Y10 Start GCSE’s | <ul style="list-style-type: none"> • “Careers Package” • A visit to the World skills show 21st November & one weeks work experience in March 2020 • Careers Fair All Years 16th October 2019 | <ul style="list-style-type: none"> • Preparation for Work Experience booklets • Work experience W/B 16th March 2020 | <ul style="list-style-type: none"> • National Citizen service |
| Year 11 | <ul style="list-style-type: none"> • Personal Guidance One to one Post Year 11 Action plan meeting with a Careers Adviser • Tutor Time Activity “it’s Your choice” • Careers Fair All Years 16th October 2019 • KCA 6th Form Option evening 7th November 2019 | <ul style="list-style-type: none"> • Personal Guidance One to one Post Year 11 Action plan meeting with a Careers Adviser • Y11 Extra Curricular “ Next Steps preparation” Interview Skills, CV writing, National Citizen service | |

The Careers Team and Guidance at Daubeney Challenger Academy
Daubeney Careers Leader - Mrs K May

Kempston Federation Co-ordinator - Mrs church is a Level 4 IAG and in the process of studying for the Level 6 IAG which is recommended for Careers Guidance.

Independent Careers Guidance is provided by external providers and employer engagement

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| Student voice will review event and put forward further suggestion for future activities | |
| All students can self-refer to the careers advisor for an appointment <ul style="list-style-type: none"> - Every student by the end of Year 11 to have had at least one careers advisor appointment. - Targeted students in Year 11 will receive in school guidance through our careers team or the member of staff who knows the student best with support from the Careers team. | |
| Teaching Staff provide events & Employer opportunity's throughout the academic year | |
| Measure of our Careers Program | Reviews |
| Number of NEET students post 16 | Through Bedford Borough Council data collection schedule, pre NEET students are identified swiftly and independent careers appointments given to ensure progression post 16 Careers staff follow up calls and offer of Careers support Annual data |
| Proposed Destination Information Confirmed Destination Information | Collected from Y11 Pre Results day |
| Student Voice <ul style="list-style-type: none"> - feedback of our Careers, Education and Employability programme | Termly |
| Tracking students through Alumni programme | To be introduced in 2020 |