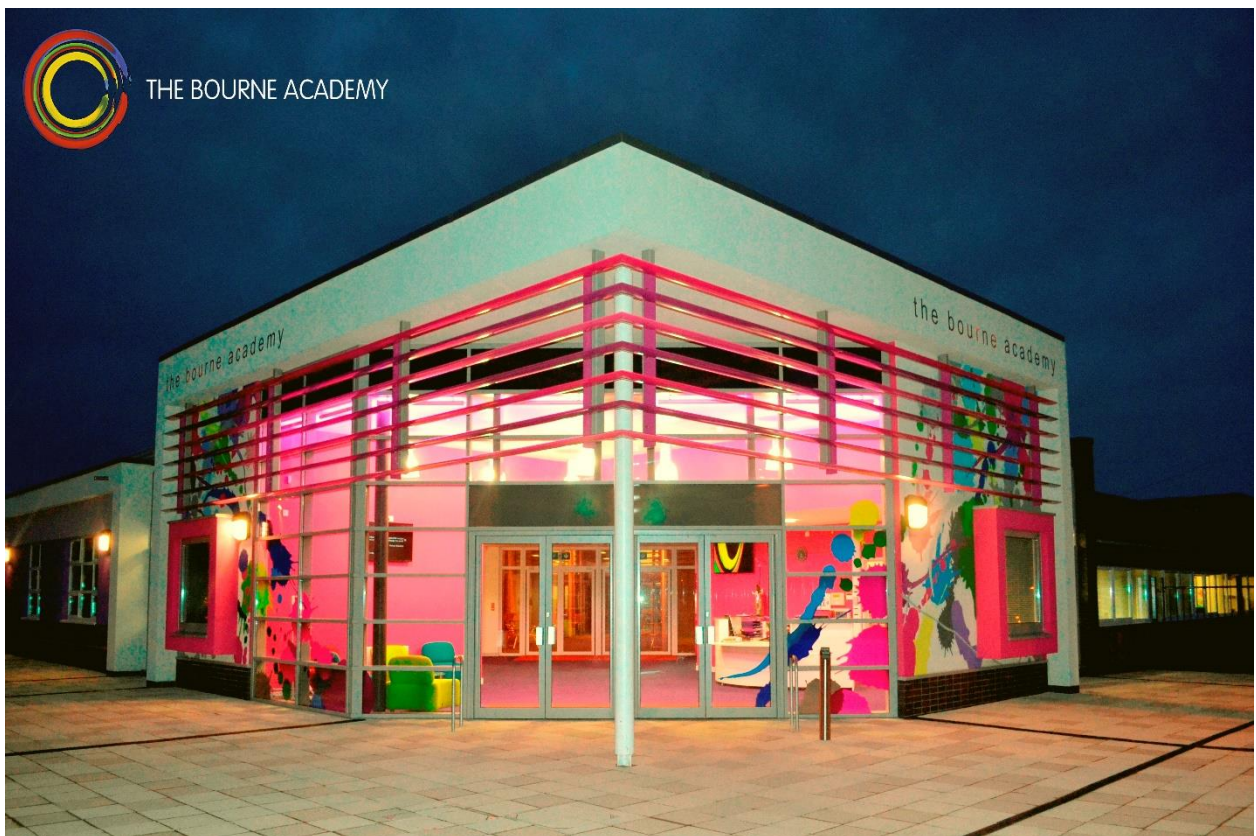


THE BOURNE ACADEMY

**AN INSPIRATIONAL OUTSTANDING CAREERS STRATEGY FIT
FOR THE FUTURE**



**At The Bourne Academy we are committed to developing
resilient and aspirational learners who are well informed and
prepared for an innovative future.**

CAREERS VISION & STRATEGY 2018-2023

ACHIEVEMENTS & RECOGNITION

In 2013 Sir John Holman was commissioned by the Gatsby Charitable foundation to undertake research into good careers guidance. He established there were eight benchmarks required to ensure students make well-informed good careers decisions.

The Bourne Academy scores 100% for all benchmarks on the Gatsby self-evaluative Compass tool. The Gatsby benchmarks are:

No.	Gatsby Benchmark	National Average %	The Bourne Academy %
1	A stable careers programme	4%	100%
2	Learning from career and labour market information	30%	100%
3	Addressing the needs of each pupil	9%	100%
4	Linking curriculum learning to careers	13%	100%
5	Encounters with employers and employees	37%	100%
6	Experiences of workplaces	39%	100%
7	Encounters with further and higher education	8%	100%
8	Personal Guidance	46%	100%

Our careers programme is based around creatively delivering all of the Gatsby benchmarks for careers best practice. The addition of our quality careers mark “Investors In Careers” ensures our careers provision is outstanding and externally verified and quality controlled. The Bourne Academy is regularly used as an exemplar of best practice across the UK. At a time when many schools cut back on careers provision we increased our investment and with the support of our Senior Leadership Team, governors and wider staff team we have developed an innovative and exciting programme to deliver life and work experiences to our students throughout their time with us.

“Such a thorough and in-depth embedding of different employer engagement/further education opportunities within the curriculum and year groups” Steve Pattle, Partnership Manager Inspiration Agenda National Careers service (Jan 2016)

“I met with Vicky Woodings last week and she was kind enough to talk me through the work that she does with your students across the school. Myself and my colleagues spend a lot of time visiting schools and seeing the work they do and I have to say that your school is definitely leading the way across the wider south west and nationally for breadth and quality of provision.

I think the faith that you and previous SLTs have shown in funding full time strategic careers provision plus admin support has been a catalyst but the vision

and energy shown by Vicky should not be underestimated.” Suzy Wright, South West Lead, Careers and Enterprise Company, July 2016

“Great example from Bourne Academy - one of the best things I got out of the conference.” UCAS conference delegate’s evaluation following Bourne Ambassador presentation, Jan 2017

- **Winner of NEON Award most outstanding School or College for University Access 2016**
- **5 star Bournemouth, Dorset and Poole Employment and Education Charter**
- **The Bourne Academy used as a national case study for outstanding careers practice CEC conference March 2017 and featured in the October 2017, State of the nation report as one of only four schools in the UK to already meet all Gatsby Benchmarks**
- **Achieved Investors In Careers Full award, July 2017**
- **Vicky Woodings, Careers Leader has spoken at the Careers and Enterprise Company National Conference, UCAS Teachers and Advisers conference and the Westminster Employment Forum on the role of the careers leader. She has also led training for careers leaders and trainers to support careers delivery and participated in research to inform the CEC Understanding the role of the careers leader report, Dec 2017 and was shortlisted for careers Leader of the year 2017 by the Careers Development Institute**
- **In September 2017 The Bourne Academy was successful in receiving the largest school NCOP bid for just under £50,000 to deliver intense careers engagement activities to year 9 and their parents and to employ a careers adviser in a neighbouring school and support their careers delivery.**

At The Bourne Academy we will continue to develop and invest in our creative careers provision. We want to remain at the cutting edge of careers guidance and continue to develop our programme to remain as a beacon of outstanding practice across the UK and globally. We see a holistic approach to careers that is embedded across subject areas and year groups as essential to achieving this goal. We also feel it is important to create a team approach to careers to ensure all teachers, staff, parents and students are confident with their future career choices.

FUTURE DEVELOPMENTS & PRIORITIES:

The next phase of the Careers developments in The Bourne Academy aims to consolidate our existing position to further enhance the careers provision across all year groups and fully embed careers across all subject areas (Gatsby benchmark 4). This will ensure we are able to share our resources and strategies across other schools in the UK whilst also ensuring our own students have the very best careers education and guidance.

OUR STRATEGY AIMS ARE:

1. To thoroughly embed careers across all curriculum areas in innovative ways
2. To ensure careers is explicit for our students and that they can self-identify their personalised careers journey
3. To ensure The Bourne Academy curriculum and careers strategy is future proof in preparation for new recruitment practices and the impact of digital innovation in recruitment
4. To enable parents and staff to feel empowered and confident in their roles as educators and careers champions
5. To provide tailored careers support to key groups eg Girls/ disadvantaged and most able to ensure they all achieve their full potential
6. To share our expertise and remain a beacon of best practice for careers across the UK and globally

Please see Appendix Page 19 for further detail and how these strategy aims will be met.

CURRENT PROVISION:

YEAR GROUP ACTIVITIES

This is a sample of activities delivered 2017-18. As the careers programme is flexible, there are always new workshops and events that occur. In addition, we have Aspire days which focus on developing the skills our students will need in the future based around the ASPIRE day competencies.

Year Group:	Activities
Year 7	<ul style="list-style-type: none">• Business and Subject taster Day (ASPIRE summer term)
Year 8	<ul style="list-style-type: none">• Kudos Careers Matching software completed by all year group in IT lessons (summer term)• Enact Solutions performance on post 16 options (summer term)• JP Morgan Enterprise Assembly• All About Uni BU• Self Employment & hands on Careers Day
Year 9:	<ul style="list-style-type: none">• Young Enterprise EEE programme

	<ul style="list-style-type: none"> • Bournemouth University Campus Tour • Southampton University workshops • Southampton University visit • Options Talk and support • Parent/carer work experience and careers introduction session • Work experience launch • Intensive SUN project • Green Power Challenge (engineering) • RAF roadshow
Year 10:	<ul style="list-style-type: none"> • Work Experience (1 week) • Intense Care/Construction apprenticeship week for 6 identified students • STARS (most able students) Sessions on Universities • Southampton University Workshops • Canford tour and support for STARS • Careers Fair (summer term) • Wagamama Enterprise day • National Enterprise Challenge • CV & Interview workshop, delivered in English • Self employment workshop • J P Morgan Enterprise Challenge • Post 16 options theatre workshop (summer term)
Year 11:	<ul style="list-style-type: none"> • One to one guidance appointments • College and apprenticeship presentation • Southampton University visit • Specific transition plans for vulnerable young people • National Citizens Service assembly and drop ins • Apprenticeship Application Day
Year 12	<ul style="list-style-type: none"> • Bourne Ambassadors scheme: Networking event and business breakfast • UCAS and student finance assemblies • Open day visits • Personal statement writing and application support • One to one guidance offered • J P Morgan Open Door • Young Enterprise company program • Work experience (2 weeks) • UCAS conference • Canford Careers Symposium • Canford Academic Symposium • Futures First

	<ul style="list-style-type: none">• Sutton Trust
Year 13:	<ul style="list-style-type: none">• Higher Apprenticeship talks from specific firms• Support with job hunting• Bourne Ambassadors• Self-employment workshop• College job fair promoted

We will continue to develop our careers programme and please do contact us for further information.

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