



Academies Trust

Co-op Academy New Islington

CRL Development Plan

2023-24

Vision

The Co-op Academy Trust is committed to ensuring all our students have access to high quality career related learning (CRL) opportunities throughout each stage of their development. Our CRL programmes will inspire, raise aspirations and give our students an optimistic outlook on life.

At Co-op Academy New Islington, the vision for the development of CRL is to provide the very best opportunities to enable our pupils to broaden their horizons and raise aspirations. We want our children to see a clear link and purpose between their learning experiences and their future. Our programme promotes equality of opportunity, gives exposure to the world of work, celebrates diversity and challenges stereotypes.

Co-op Values

Do what matters most

What matters most is ensuring that our students achieve the best possible outcomes.

Be yourself, always

We bring our best self to work, so that we each contribute a bit of our own unique Co-op difference, and respect others for doing the same.

Show you care

We care about our Co-op, our colleagues, our members, our students, their parents and communities, now and for the future.

Succeed together

Co-operating is what makes us different; we're better and stronger when we work together.

Detail of actions needed with time timescale

1: A stable careers programme

Priority : Every academy should have a CRL programme that covers EYFS through to Y6 that is shared with all stakeholders.		
Success Criteria: <ul style="list-style-type: none"> CRL programme in place, on academy's website and reviewed annually in line with needs of cohort & feedback received Shared at SLT - SLT minutes Share and understood by all staff A member of SLT leading CRL Working towards QinC standard Skill development implicitly embedded into programme Evidence of student, parent, teacher and employer feedback with evaluations Building in essential skills as defined by Skills Builder 	Milestones: <ul style="list-style-type: none"> CRL program for 23-24 in place by HT1 2023 inline with Trust template CRL program on academy website by HT2 2023 To complete QinC by Sept 2023 Feedback gathered from all events from Term 1 2023 onwards & evaluated All evaluations to be acted upon, and evidenced, and programme amended / developed 	
Resourcing	<ul style="list-style-type: none"> To use Trust CRL program & policy template and use as a working document To use Trust CRL Development Plan to ensure there are key milestones to achieve success criteria 	
Monitoring	<ul style="list-style-type: none"> Academy CRL lead will monitor via regular feedback /evaluations form a range of stakeholders after all events QA of all events 	
Evaluation	<ul style="list-style-type: none"> Analysis of feedback received from all stakeholders after key events to inform next academic years programme 	
Action	Timescale	Key staff
Look at the PSHE Overview- highlight all the Careers Learning Objectives	End of Autumn 2, 2023	CH
Highlight on whole school overview- opportunities for Careers Learning	End of Autumn 2, 2023	CH
Develop your programme to ensure it shows progression though all KS and is age appropriate	Ongoing throughout 2023/24	CH
Establish a CRL programme, in line with feedback received, and update to meet needs of pupils	End of Autumn 2, 2023 and then ongoing	CH
Calendered opportunities to share programme with Governors with termly updates	Termly	CH

2: Learning from career and labour market information

Priority			All pupils in KS2 have opportunities to learn about the labour market opportunities.		
Success Criteria: <ul style="list-style-type: none"> • Delivery by external partners or done internally via assemblies / workshops / drop down day etc • Pupils understand LMI (Labour Market Information) in their local area and national trends • Local businesses support your academy CRL offer • Annual career fair (access for parents 3 -4pm) • Staff have a clear understanding on LMI (Labour Market Information) • LMI embedded into PSHE curriculum 		Milestones: <ul style="list-style-type: none"> • LMI (Labour Market Information) delivered on a rolling programme annually in KS2 			
Resourcing	<ul style="list-style-type: none"> • Use of LMI website / local websites Local growth business sectors 				
Monitoring	<ul style="list-style-type: none"> • CRL lead to ensure LMI is in line with changing landscape • Targeted pupil voice / staff voice • Annual review of notice boards to ensure they take account of changing landscape and LMI 				
Evaluation	<ul style="list-style-type: none"> • Analysis of feedback received from pupils 				
		Action	Timescale to move towards green / stay at green / move beyond		Key staff
		Develop a database of local businesses	End of Autumn 2, 2023		CH
		Plan and deliver a Careers Convention	End of Spring 2, 2024		CH

3. Addressing the needs of each pupil

Activity			The CRL programme actively seeks to challenge stereotypical thinking and raise aspirations.		
Success Criteria: <ul style="list-style-type: none"> • External partners delivery to challenge stereotypical thinking, for example, local Engineering companies, Armed forces, NHS • PSHE curriculum covers and challenges stereotypical thinking (PSHE / CDI framework) • The academy is aware of pupils aspirations • Pupils are exposed to careers they have not heard of • Use of Primary Futures volunteers 		Milestones: <ul style="list-style-type: none"> • Engaging with relevant external partners by end of Term 1 2022 • Review of CRL element of PSHE curriculum by end Term 1 2022 • Aspiration audit completed and evaluated in Term 1 2022 • Register with Primary Futures in Term 3 2022 (before end of this academic year) 			
Resourcing	<ul style="list-style-type: none"> • Guest speakers from key sectors & providers / PSHCE curriculum / PSHCE staff CPD to support T&L / Carry out aspiration audit at start, and end, of KS2 				
Monitoring	<ul style="list-style-type: none"> • PSHCE targeted learning walks in line with SoL • Pupil voice following the above events 				

Evaluation	<ul style="list-style-type: none"> Analysis of pupil voice and amendment of programme 	
Action	Timescale to move towards green/stay at green / move beyond	Key staff
Conduct Careers Aspirations Audit with pupils (pupil voice)	End of Autumn 2, 2023	CH
Cross reference PHSE curriculum and New Islington Curriculum for opportunities to include CLR	Ongoing	Ch
Regular assemblies using local employers/ees to challenge stereotypes	Spring 2024	CH
Start to display a range of positive images that challenge stereotypical careers i.e female firefighter	Spring 2023	CH

4: Linking curriculum learning to careers

Priority	All teachers link curriculum learning with careers when opportunities present themselves, this includes skills development	
Success Criteria:	Milestones:	
<ul style="list-style-type: none"> The development of CRL is part of your academy's self evaluation and improvement plan Curriculum planning / SoL demonstrate and explore a range of career opportunities / skills development both implicitly and explicitly Employer links to support aspects of your curriculum Notice boards / displays promote career opportunities / challenge stereotypes 	<ul style="list-style-type: none"> SoL by end of Term 3 2024 Notice boards by Term 3 2024 	
Resourcing	<ul style="list-style-type: none"> Review of CRL element of SoL led by subject leads 	
Monitoring	<ul style="list-style-type: none"> QA of SoL led by SLT in line management meetings Pupil voice 	
Evaluation	<ul style="list-style-type: none"> Analysis of QA / pupil voice with feedback and agreed action plan to enable future development 	
Action	Timescale to move towards green / stay at green / move beyond	Key staff
All adults aware of CRL and the purpose of CRL	End of Autumn 2, 2023	CH
Careers Convention	End of Spring 2, 2024	CH
Noticeboards	End of Summer 2, 2024	CH

5: Encounters with employers and employees

Priority	Every student should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. Students should participate in at least one meaningful encounter with one employer in KS1 and two in KS2
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Success Criteria:		Milestones:	
<ul style="list-style-type: none"> By the end of KS2 students have had at least 3 meaningful encounters Evidence of students feedback following encounters At least 1 encounter with someone self-employed / entrepreneur Record of all business contacts 		<ul style="list-style-type: none"> KS to have at least 1 meaningful encounter and KS2 to have a least two by end of Term 3 2024 	
Resourcing	<ul style="list-style-type: none"> Online platform / spreadsheet to record all encounters Business portfolio 		
Monitoring	<ul style="list-style-type: none"> Termly review of online encounters report Pupil voice - how 'meaningful' are the encounters? 		
Evaluation	<ul style="list-style-type: none"> Analysis of reports / student voice with action plan to develop range of encounters for next academic year 		
	Action	Timescale to move towards green / stay at green / move beyond	Key staff
	Careers Convention	End of Spring 2	CH
	Online spreadsheet to capture CLR opportunities	Ongoing	CH

6: Experiences of workplaces

Priority	Every pupil in KS2 should have at least one meaningful experience of the workplace through either work visits, VWEX, trips, shadowing, to develop their understanding of the world of work.		
Success Criteria:		Milestones:	
<ul style="list-style-type: none"> 1 experience of work logged for each pupil by age of 11 Materials available to prepare pupils for their experience of the workplace Evidence of pupil feedback following experience 		<ul style="list-style-type: none"> By Term 3 2023 	
Resourcing	<ul style="list-style-type: none"> Online platform to record all individual experiences (as for previous) 		
Monitoring	<ul style="list-style-type: none"> Annual review of online experiences report Pupil voice - feedback on experiences 		
Evaluation	<ul style="list-style-type: none"> Analysis of reports / Pupil voice with action plan to develop range of experiences for next academic year 		
	Action	Timescale to move towards green / stay at green / move beyond	Key staff
	Plan workplace experience using the New Islington Curriculum	End of Summer 2, 2024	CH
	Review all trips and visits and see where CRL can be utilised (all visits / trips are to a place of work)	End of Autumn 2, 2023	CH
	Advertise all internal academy "jobs" with a brief job specification, application form etc so pupils start to understand the application process	End of Summer 2, 2024	Year 6 team

7: Encounters with Further and Higher Education

Priority	Every pupil in KS2 should have an opportunity to visit a FE / HE establishment to learn about post 16 / 18 options. They should learn about academic and vocational opportunities and the different routes into employment		
Success Criteria:	<ul style="list-style-type: none"> By the end of Y6 every pupil has had a meaningful encounter with a provider from a range of learning providers (Apprenticeships, Sixth form, FE, HE and other training providers). Pupils have the opportunity to learn about the full range of learning opportunities that are available to them (apprenticeships, T levels, vocational qual v academic qual, traineeships, employment with training). Materials to available for pupils to prepare them for their encounter Evidence of pupil feedback following encounter Engagement with The Brilliant Club (if available) 	Milestones:	<ul style="list-style-type: none"> By end of Term 3 2024
Resourcing	<ul style="list-style-type: none"> Online platform / spreadsheet to record all encounters 		
Monitoring	<ul style="list-style-type: none"> Termly review of online encounters report Pupil voice - how 'meaningful' are the encounters? 		
Evaluation	<ul style="list-style-type: none"> Analysis of reports / Pupil voice with action plan to develop range of encounters for next academic year 		
	Action	Timescale to move towards green / stay at green / move beyond	Key staff
	Careers Convention	End of Spring 2, 2024	CH

8. Personal guidance

Priority	Every pupil should have the opportunity to have "career conversations." Their aspirations and personal development progress should be recorded and shared with parents / carers, as well as the transition leaders of the next place of education.		
Success Criteria:	<ul style="list-style-type: none"> Pupils are encouraged to learn about, and evaluate, their own skills and strengths Character education is built into lessons across the curriculum Pupils have a career conversation with their teachers Teachers are aware of each students aspirations Aspirations are recorded centrally and shared appropriately 	Milestones:	<ul style="list-style-type: none"> Capture feedback from Pupil Voice activities
Resourcing	<ul style="list-style-type: none"> Aspiration audit (one provided by Trust) / curriculum / overview of visits & trips 		
Monitoring	<ul style="list-style-type: none"> Annual review of aspirations 		
Evaluation	<ul style="list-style-type: none"> Analysis of aspirations to enhance CRL programme 		
	Action	Timescale to move towards green / stay at green / move beyond	Key staff
	Pupil Voice activities	End of Autumn 2, 2023 and again Summer 1, 2024	CH

