



Quality in Careers >>>>

QUALITY IN CAREERS WEBSITE ©

CEIAG Case Study:

Hollingworth Academy, Greater Manchester

The School

Hollingworth Academy is a successful and popular 11-16 comprehensive school in Milnrow, near Rochdale, Greater Manchester. Hollingworth is a consistently high achieving, successful school, having been graded 'outstanding' by Ofsted in their most recent inspection. Students and staff at the school are proud to be part of a school that serves the local community, providing an excellent education for all.

The school believes that every individual child at Hollingworth should be challenged and supported to make outstanding progress academically and develop into an independent, considerate and confident young adult, capable of successfully entering further education, employment or training.

The school has the highest expectations for all of its pupils and students – their success is the school's success. Indeed, the most recent set of figures available (2019) show that the number of former pupils (Year 12-14) not in employment, education or training is currently 2.1%, comparing favourably to both local statistical neighbours (3.2%) as well as the national average (2.4%).

The school also actively develops the skills that its pupils will need to prosper in life after Hollingworth. The innovative '**Edge**' curriculum, which is a timetabled lesson for Year 7 and 8 pupils each week, offers pupils the opportunity to develop abilities such as problem solving, risk taking and effective communication, as well as fundamental life skills such as First Aid and financial awareness. In addition, throughout the academic year, Hollingworth holds a series of enrichment days and events for all pupils, designed to bridge the gap between learning and real life, developing pupils' study skills and instilling a passion for learning.

In recent years, Hollingworth has developed a comprehensive Careers Education package for pupils to help support their progression to both further and higher education, or work-based training. The school has excellent relationships with local colleges and training providers, as well as some of the top universities in the country, running regular visits to local universities as well as to Cambridge University with pupils from all years, covering a range of different subjects of interest. In addition, the school draws on a range of local employer and business contacts within the local area to support events such as Mock Interviews and the Year 10 Work Experience week.

Careers Education, Information, Advice and Guidance (CEIAG)

Hollingworth is committed to providing a comprehensive programme of CEIAG for all students in Years 7-11, in partnership with outside agencies (FE Colleges, Sixth Forms, Training and Apprenticeship providers and Universities).

The programme is supported by a small team of dedicated, enthusiastic staff, comprising of a Careers Leader with overall responsibility for CEIAG, a Pastoral Support Mentor for CEIAG and a Careers Adviser who works within school to provide independent advice and guidance to pupils. In addition, at senior management level there is a member of the Leadership Team and a Link Governor for CEIAG.

The school's CEIAG programme is designed to ensure that all pupils are able to make well informed, educated decisions about their future after leaving school, whether it leads to employment, training or further education. For this purpose, every pupil at has access to a range of resources to support them in their decision making:

- An inclusive Careers Education curriculum, delivered to all pupils in Years 7-11 as part of their PSHCE education. This covers topics such as identifying skills that are useful to the world of work, the importance of the local Labour Market, the different post-16 pathways that are available to pupils, and support when making applications to colleges or apprenticeship providers.
- The Careers Library, providing books, magazines, leaflets, pamphlets and prospectuses for pupils to browse through to help research their future options. In addition, both the school website and the Careers area of the VLE is regularly updated with CEIAG-related information, as well as a regular 'Future Friday' blog detailing the important careers events taking place each week.
- Pupils can request an appointment at their convenience with the school's Careers Adviser, either in person or by completing an online form on the school's VLE.

The Careers Department also organises various enrichment events throughout the academic year, including:

- Drop in sessions, where pupils can ask guest speakers questions about different career pathways available to them (e.g. the Armed Services, Apprenticeships).
- A week's work experience for every pupil at the end of Year 10.
- Assemblies and presentations from local employers and training institutions, for both pupils and their parents/carers.
- Support for Year 11 pupils who wish to participate in the National Citizenship Service 'Challenge Programme' during the summer when they leave school.
- Taster Days at local Sixth Form and Vocational Colleges.
- Mock Interviews, when all pupils in Year 10 have the opportunity to be interviewed by a local employer or representative from a career family of their preference
- An annual Careers Fair, which is also open to parents/carers and the wider community.
- 'Business Lunches', where external speakers deliver brief presentations to small groups of pupils about a career in their speciality field, taking place over the pupils' lunch break.

Further developing provision

The school's CEIAG Team is always keen to further develop provision and actively seek new opportunities to further enhance the CEIAG programme already in place. Below is a selection of recent developments.

Enterprise Adviser Network

Hollingworth Academy has recently joined the local Enterprise Adviser Network and has been allocated its own Enterprise Adviser - a local business volunteer who will strategically support the senior leadership of the school to shape an innovative and effective careers strategy with the Gatsby Benchmarks and employer engagement at its heart.

Although the school is at an early stage of this process it is hoped that as a result of this, local contacts will increase and the school will have an even broader range of partners to work with to support its careers programme, particularly with respect to integrating careers education more closely within curriculum areas.

Ambassadors & Alumni

The school is understandably proud of its pupils' achievements and sees them as perfect role models for younger pupils to aspire to. If they wish to do so, Year 11 pupils can sign up to be listed on the school's '*Ambassadors & Alumni*' database when they leave Hollingworth, which holds information about where they have progressed to.

This database is used to contact pupils to ask them for their support with various events such as the Careers Fair and assemblies. The school has found that they are willing volunteers who are able to illustrate 'careers in the real world' very effectively for current pupils.

Tracking Provision

The Careers Department has produced a tracking system which is used to record Year 11 pupils' engagement with the Careers programme as a whole. Every pupil's preferences in terms of the job families they are interested in pursuing in the future is recorded, as well as Pupil Premium, SEND, prior high attainment and average Attitude to Learning scores.

This means the school can more effectively target pupils when organising Careers enrichment events in school, as well as ensure that individual pupils are able to best access the wide range of services and information it can offer them as part of their wider Careers Education programme.

The school is also able to use this system to record where pupils have applied to in terms of their post-16 options and use it to track their destination data and future progression all the way up to post-18. In time, it is hoped that this information can be used to further refine the provision the school offers and measure the direct impact that it has on our pupils.

CEIAG Quality

In October 2015, Hollingworth Academy achieved the then-named CEIAG Quality Award Inspiring IAG, which recognised Hollingworth's whole school approach to the leadership and management of CEIAG, resulting in the delivery of an effective Careers Education programme with highly successful outcomes.

In January 2018, Hollingworth Academy was re-assessed and reaccredited using the revised framework for what had then become the single national award, the **Quality in Careers Standard** through the Licensed Awarding Body – Positive Steps (Inspiring IAG). Comments from the Assessor included:

“Hollingworth Academy has some examples of excellent practice led by a very committed and experienced CEIAG team. I am delighted to recommend that Hollingworth Academy is re-accredited with the full award of The Quality in Careers Standard, as delivered by Inspiring IAG.”

Vilma O’Shea, Assessor and Chair of the IAG Management Group.

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