



# Quality in Careers >>>>

QUALITY IN CAREERS WEBSITE ©

Multi-Academy Trust - CEIAG Case Study:

*“Securing quality across the Trust”*

THE PRIORY FEDERATION OF ACADEMIES TRUST

In Lincolnshire and Leicestershire

## The Trust

The Priory Federation of Academies Trust is a Trust of twelve academies; five secondary academies, five primary academies, one all-through academy, and one special school. The academies are predominantly based in Lincolnshire, with one of the secondary academies based in Leicestershire.

The Priory was formed in 2008, with Priory Witham Academy (a merger of three schools to become an ‘all-through’ academy), the Priory City of Lincoln Academy, and the Priory Academy LSST.

The Priory Ruskin Academy joined in 2010, followed by Ling Moor Primary Academy, the Priory Belvoir Academy, and the Priory Pembroke Academy in 2017.

Three more schools joined the Trust in 2018; Waddington Redwood Primary Academy, Heighington Millfield Primary Academy, and Huntingtower Community Primary Academy. Most recently, Cherry Willingham Primary Academy and Willoughby Special Academy joined the Trust in 2019.

The Trust also has apprenticeships provision through Priory Apprenticeships, which provides opportunities for both existing staff and external stakeholders. The Trust also leads on the Lincolnshire SCITT, leads the Computing Hub for Lincolnshire, and the Science Learning Partnership for Greater Lincolnshire.

*“The Trust’s mission is to improve the life chances of our pupils so they become true citizens of the world”.*

*“The Trust, therefore, believes that our academies, pupils and students should develop these core values:*

- *Wisdom*
- *Curiosity*
- *Generosity*
- *Courage*
- *Passion”*

## Careers Education & Guidance

The Trust is proud that five of its secondary academies are holders of the national quality award - **The Quality in Careers Standard**.

The Trust has worked with the Awarding Body, Complete Careers through which, using its “Career Mark approach”, has provided the individual academies and the Trust with rigorous, evidence-informed evaluation of their careers provision; and has given confidence to students, parents and carers, staff, and wider stakeholders that the available support, information, advice and guidance is of the highest quality. It is also recognition of the dedication, passion and expertise possessed by the careers teams in each of the academies.

To continue its development, the Trust recently appointed three fully qualified careers advisers to deliver guidance across all of its secondary academies, its special school, and for its apprentices.

Through Priory Apprenticeships, the Trust also provides the Career Development Professional Apprenticeship, incorporating the Level 6 OCR Diploma in Career Guidance, providing further opportunities for existing and external staff to complete the appropriate qualification to deliver career guidance.

In order to provide a labour-market-relevant careers programme, the Trust partners with a number of local employers and stakeholders. This has been enriched by the appointment of an Employer Engagement Coordinator, who leads on the work to engage local and national businesses to input into the careers curriculum, and to provide crucial work placement opportunities via work experience, and as part of post-16 study programmes.

Each of the Trust’s secondary academies is fully compliant with the Baker Clause, and each year invites a range of external organisations to speak to learners about post-16 and post-18 pathways. The Trust analyses destinations data to identify appropriate partnerships to ensure that interactions with post-16 and post-18 education providers is impactful and meaningful.

The Trust is passionate about the careers curriculum in its primary academies as well as its secondary academies. The Trust frames its primary and secondary careers provision around the *CDI Framework*, to provide an all-through, sustained and progressive curriculum. The Trust has been involved in a primary career-related-learning project, called *Ambition Lincoln*, which focusses on the career-related-learning and transition skills for primary age students.

The Trust aspires for each of its academies to hold the national quality award. Currently, five of the six secondary academies have been awarded the **Quality in Careers Standard**, with the sixth due to start the process of accreditation in academic year 2022/23. The Trust will then seek accreditation for its primary academies under Complete Careers’ “Career Mark primary award”.

Across the various assessments of its secondary academies for the national **Quality in Careers Standard**, the external assessors have commented:

- *“CEIAG continues to have a prominent position and the organisation of a coherent programme is having a positive impact on the learners. The impact includes excellent learner destinations, learners’ satisfaction with the programme and a good retention rate in KS5 and beyond. In addition, the assessor noted that all learners were enthusiastic about their future careers”. (Priory City of Lincoln Academy).*
- *“The Academy has in place an excellent careers programme, reaching all learners throughout their time at the school. The programme delivery is via a diverse and comprehensive range of activities which involve all staff, particularly in subject areas, and this results in a high profile for careers and the careers leader. Co-ordinating learning and ensuring coherence between this range of activities is managed very effectively by the careers leader”. (Priory Belvoir Academy)*
- *“The assessor was impressed by the both the profile CEIAG enjoys in the school and the positive approach of students towards it. A clear progression amongst the students was identified by the assessor. The new Careers Leader has ensured that CEIAG has remained accessible and empowering to students and has introduced or is in the process of introducing further initiatives to enhance delivery”. (Priory Ruskin Academy)*
- *“It is clear that the academy is working hard to increase local employer links and, together with the support of local enterprise advisers, has set up a local Business Advisory Group which has brought with it support from local employers with the introduction of ‘Give an Hour’ talks and increased work experience links”. (Priory Academy LSST)*
- *“There is a clear programme of planned career learning and a range of activities to help learners understand themselves, learn about the world of work and the skills and qualities they will require to be successful in their futures. Learners develop their capacity to demonstrate skills, knowledge and attitudes to be effective career planners. The assessor is particularly impressed with support being provided to the current Year 11 learners as they move on from the academy to their next learning destination”. (Priory Pembroke Academy – first report)*

The Trust has four Sixth Forms, as well as a number of 16-19 apprentices, and students are well supported in exploring, deciding and making applications to Higher Education, including

University, College and Higher or Degree Apprenticeship pathways, or onto non-HE post-18 pathways such as into employment.

Careers teams in each academy have opportunities for collaboration, and they meet at periodic points throughout the year as a broader Trust careers team. This allows them to identify areas of best practice, areas for growth, and to collaborate on training and development opportunities.

### Measuring the impact

The Trust's academies are constantly evaluating and reflecting on their careers provision to ensure that it remains impactful, relevant and meaningful for their cohort of learners. Each academy works closely with its local LEP and, from September 2022, will be members of the region's newly formed Careers Hub. Each academy is proactively engaged in the Enterprise Advisor Network, utilising the support and insight that local business leaders can provide.

The Trust uses Compass+ as a self-assessment tool and is part of a national Trust Community of Practice coordinated by the Careers and Enterprise Company. The Trust will soon be embedding the Future Skills Questionnaire into the provision to act as a baseline assessment tool, and as a longitudinal tracking tool, to further inform the needs and developments in the careers curriculum.

The Trust carefully monitors destinations information to ensure NEET numbers are low, and students are progressing into positive destinations.

### Securing Quality in Careers

The Trust has now had a number of its academies complete their first validation for the **Quality in Careers Standard** accreditation, and one which has now been through the reaccreditation process.

The Strategic Careers Lead for the Trust concludes:

*"The Trust will continue to evaluate its provision as it aspires to full achievement of the national Quality in Careers Standard for all of its academies, to ensure the careers curriculum rigorously meets the evolving needs of our learners and continues to make a positive impact on the life chances of our students so that they become true citizens of the world".*

#### CONTACT DETAILS:

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