

Careers Provision at Oakmoor School



Careers Strategy 2025/26 Review Sept 26

Our Vision

At Oakmoor School we aim to support students in understanding and demonstrating the core values of Ambition, Determination, Excellence, Integrity, Kindness and Respect. Such values enable individuals to become well-rounded individuals as well as supporting them with the essential skills needed to progress into their next stage of learning and the world of work.



Careers at Oakmoor School

Our Vision:

Our careers provision at Oakmoor School aims to provide all students with a range of opportunities and exposure to differing industries and next steps providers to enable them to make informed life choices, raising their aspirations and ambitions for themselves.

•

Team:

Alison Woodage - AHT - Careers Lead (strategic)

Sarah Birch - Enterprise Advisor

Jan May - Independent careers advisor

Our Careers Strategy: Introduction

Our commitment

Careers education is critical to ensure that all young people have the exposure and knowledge to make informed decisions about their next steps. A clear strategy and coherent plan will not only ensure that students have a range of opportunities but if done successfully can act as a golden thread within the school supporting students' attainment, attendance, and self-belief. At Oakmoor school we are committed to ensuring that students have a range of opportunities throughout their time at school to support their transition and onward journey.

Our Values

Our key values at Oakmoor school:

Ambition - We have high expectations not only for ourselves but also for our community, and work towards those goals with enthusiasm and perseverance

Determination - Mistakes are learning opportunities. We never give up on our learning because when we work hard, we achieve amazing results

Excellence - Success is a journey not a destination. We focus on controlling the controllables and being the best version of ourselves

Integrity - We do the right thing because it is the right thing to do. We are kind to everyone

Kindness - We create a positive and supportive learning environment where students feel safe and valued. We show empathy and understanding towards all students, regardless of their background or abilities.

Respect - We treat others in our community as we wish to be treated through courtesy and professionalism. We also follow instructions first time every time.

Entitlement

We have a whole school approach to careers education with every member of staff helping to deliver quality and impartial Careers Education, Information, Advice and Guidance, allowing learners to access the necessary information to help them make informed decisions about their futures.

We work closely with Hampshire Careers Hub, the Careers and Enterprise Company and Enterprise Business Partnership to ensure that our students have the most up to date and comprehensive experience possible to prepare them for life beyond school and education.

We work collaboratively with EBP to ensure that students receive impartial and appropriate advice and guidance to support them in their next steps and fulfilling their aspirations and have a mentoring programme with DWP to support our students in transitioning beyond school.

Aims and Objectives

Oakmoor school is committed to providing all students with access to high quality careers information, advice and guidance. This is undertaken using a variety of methods and programmes across both KS3 and KS4. Examples of provision include PSHE sessions, Futures lessons, 1:1 advice and guidance meetings, Careers Fayres and various trips and visits focussing on expanding students' knowledge of careers and the expectations of employers.

Effective careers guidance can support a young person in making positive and sustainable choices regarding their next steps and potential career paths, it is also proven to have a positive impact on all aspects of a student's experience at school and can be an effective tool to support social mobility amongst our most deprived students.

The main aims of the careers provision at Oakmoor School are:

- To raise awareness of the range of opportunities available to our students at post 16 and post 18 milestones
- To increase the exposure that our students have to local employers and industries, raising their awareness of the range of career paths along with the essential skills that can support employment.
- Provide high quality independent advice and guidance to all our students transitioning from KS3 to KS4 and KS4 to KS5
- Develop students' knowledge and understanding of the ever-changing landscape of careers including understanding Labour Market Intelligence and the impact of technology on jobs.

Legal framework/ Statutory Guidance

This policy has due regard to legislation and statutory guidance, including, but not limited to, the following:

- DfE 'Careers guidance and access for education and training providers' 2018
- Education Act 1997
- Education and Skills Act 2008
- Apprenticeships, Skills, Children and Learning Act 2009
- Equality Act 2010
- Children and Families Act 2014
- Technical and Further Education Act 2017
- Provider Access Legislation 2023
- Gatsby Benchmarks – updated 2025
- CEC partnership

Addressing the needs of students

Oakmoor Schools careers programme will aim to raise the aspirations of all learners whilst being tailored to individual needs. The programme will inform learners of the range of opportunities available to them, encouraging them to aim higher and make choices relevant to what they feel they can achieve.

Targeted support

The school will work with the Hampshire NEET team to identify learners who need targeted support or those who are at risk of not participating in post-16 pathways. In addition, a mentoring programme with the Department for Work and Pension is in place for targeted students in year 11 who are deemed “high risk” of becoming NEET. The programme will work with students across the academic year and will aim to prevent potential unemployment and a lack of progression to post 16 education. Additional support and guidance including visits to local colleges via Mrs Green.

Students with SEND/ EAL

Oakmoor School will ensure that careers guidance is differentiated and aimed at the individual student considering and supporting any additional needs.

The careers leader will work closely with the SENDCo, Hub and Link leads when supporting students with SEND and EAL ensuring that all students have access to information about their next steps and potential careers. Additional transition sessions, 1:1 appointments and parental engagement may be deemed appropriate for individual students and will be utilised as and when needed. The school will also work with families of learners to help them understand what career options are available. Joined up approach to annual reviews in year 10 and 11 to support students transitions to their next steps.

Learners will be prepared for encounters with employers and provided with any special support that will allow them to benefit fully from the experience.

Students at Alternative Provision

Oakmoor School is committed to ensuring that all students on the school's roll receive access to careers information advice and guidance. Appointments with an independent careers advisor will be arranged along with access to relevant resources and materials about next steps and post 16/18 opportunities. Support and guidance will be undertaken in collaboration with the alternative provision provider to ensure a smooth and unified approach.

Careers At Oakmoor School

Our Strategic Objectives

Strategic Objective 1:

Embed careers education at the heart of the school ensuring multiple opportunities for all students to access careers education, information advice and guidance

Benchmarks 1,2, 3, 4, 5, 6, 7, 8

Intent	What actions will we take as a school to achieve the intent?
<p>Raise aspirations and student ambition</p> <p>Reduce NEET figures to be in line with/ below other Hampshire Schools</p> <p>Support social mobility for our most deprived students</p>	<p>Integrate careers education as part of the new PSHE programme for years 9-11</p> <ul style="list-style-type: none"> - Year 11 Next Steps - Year 10 WEX - Year 9 Careers of the future and technology <p>Move Up Monday careers assemblies for year 11</p> <p>Careers Fayre - access to years 8-11 and parents</p> <p>Futures programme (fortnightly lessons) for years 7 and 8</p> <p>Careers coffee shop in library (summer term)</p> <p>Engagement with Hampshire Careers Service - CEC Compass+, EA and local opportunities</p> <p>Appoint EBP to provide 1:1 independent careers advice and guidance for students and parents</p> <p>WEX for all year 10 students, start to develop a phased programme in KS3</p> <p>Work with DWP on key student mentoring programme to reduce NEET figures</p> <p>Raise awareness and opportunities to visit local employers - range of trips and visits across the curriculum</p> <p>Whole school engagement in national careers events including NGCW, NCW, NAW</p> <p>Embed careers and next steps opportunities in all curriculum planning</p> <p>Enrichment week to incorporate employers and careers related learning</p> <p>Careers leadership to be in place and a regular focus in meetings/ staff training</p>

Strategic Objective 2:

Prepare students for their transition post 16 and into the world of work

Benchmarks 1,

Intent	What actions will we take as a school to achieve the intent?
<p>Reduce NEET figures</p> <p>Ensure that students' progress onto sustained destinations</p> <p>Develop understanding of range of next step providers and opportunities for study</p>	<p>Planned and progressive programme of careers provision aimed at providing a range of opportunities (PAL)</p> <p>Move Up Monday assemblies to include providers and employers</p> <p>Collaborative partnerships with key post 16 providers (HSDC, BCOT, Activate) to provide learners with regular opportunities to meet, visit and review opportunities</p> <p>Year 11 college programme for key students</p> <p>Careers Fayre in January to support those without a planned destination</p> <p>DWP mentoring programme for those most at risk of being NEET</p> <p>PSHE tutorial programme to support decision making inc tutor involvement</p> <p>1:1 face to face careers advisor meetings</p> <p>WEX programme for year 10 students to support transition</p> <p>Subjects to integrate post 16 and post 18 opportunities within their curriculum offer to raise awareness</p> <p>KS4 transition evening – support parents first thoughts of post 16</p> <p>Collaborative work with Hampshire CC and enterprise hub to reduce NEET figures</p>

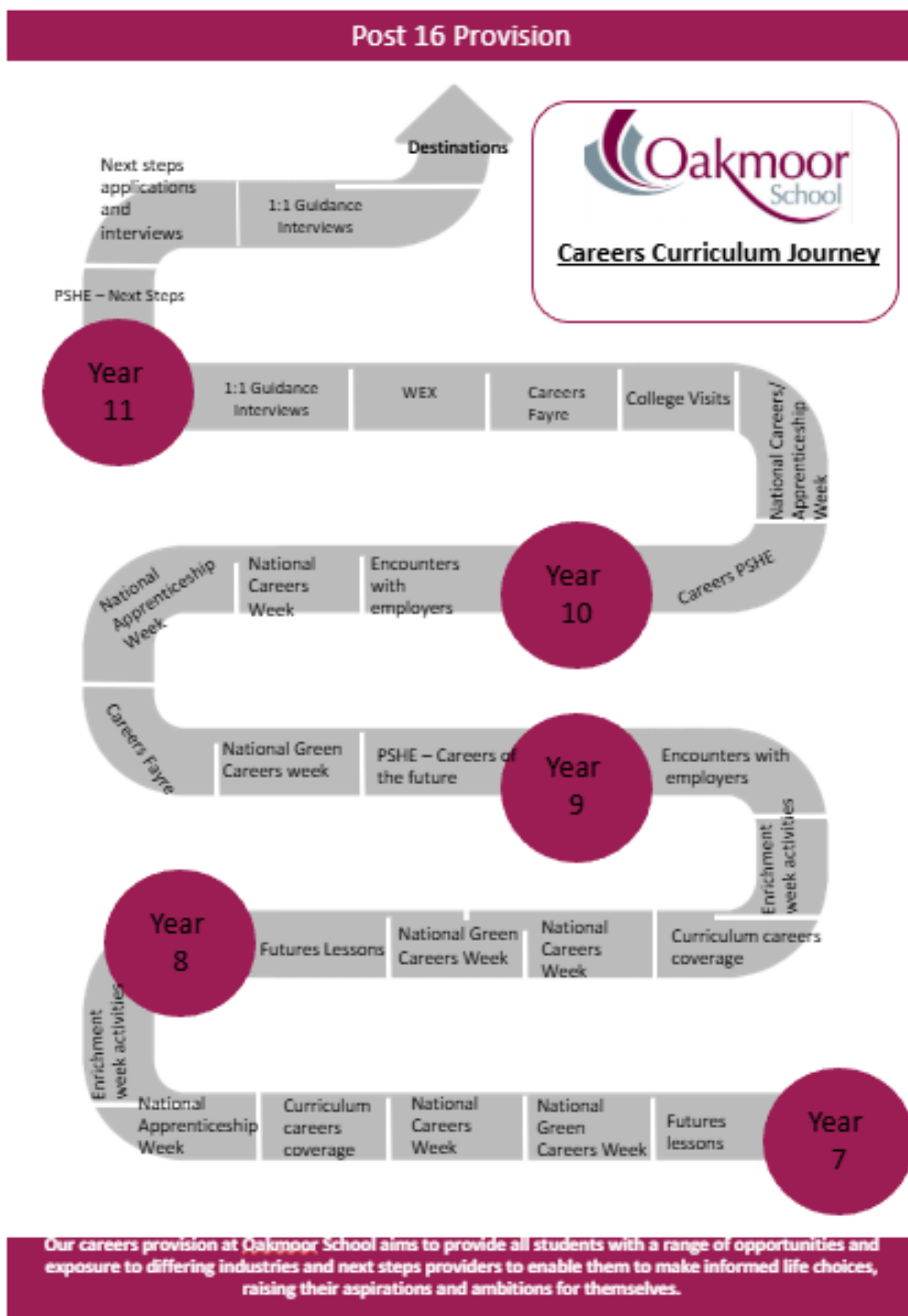
Strategic Objective 3:

Develop opportunities for students to develop essential skills for employment in line with the whole school values

Benchmarks

Intent	What actions will we take as a school to achieve the intent?
Development of essential skills for employment / becoming informed and positive citizens	Development of essential skills aligned with our school values and rewards Embed essential skills and common language in Futures curriculum WEX to support the development and application of essential skills – phased 3-year approach Encourage students to engage in school leadership opportunities to develop essential skills Essential skills for employment highlighted in subject curriculum Develop student exposure to visiting adults, engaging in conversation and activity – additionally via trips and visits Outdoor classroom provision aimed at developing essential skills Work towards govt guidance of 52hrs of WEX during years 7-11

Student Learner Journey:



Evaluation of Impact

Oakmoor School monitors and evaluates student participation in each activity set above through the following methods:

- Proactive identification of barriers for groups of students - utilising the transition surveys as part of compass+ to gauge understanding and areas for development and building this into the offer available for student
- Targeting and tracking of such students or groups of students to monitor engagement with the careers programme from years 7- utilise compass+ to provide personalised learner profiles and careers maps
- Feedback surveys and reviews from students, parents and visiting providers
- Termly report from Compass enabling annual benchmarking against the Gatsby benchmarks
- Regular partnership meetings with Hampshire Enterprise, the schools Enterprise Advisor and EBP
- Student destination data upon leaving; and evaluation of other internal school data that correlates to participation in careers activities where such correlation can be robustly identified.

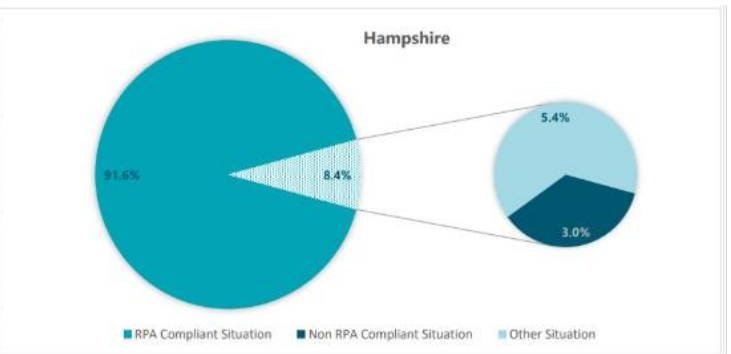
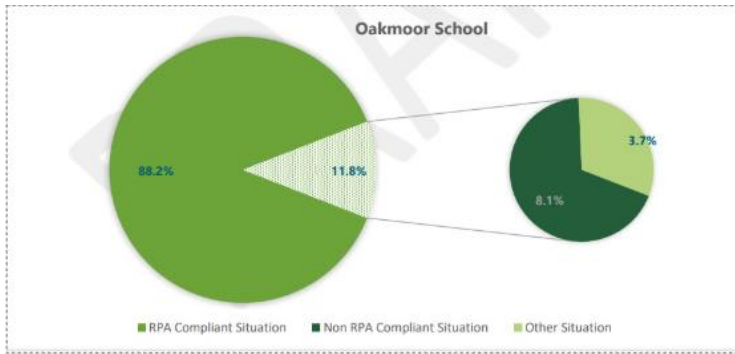
All evaluation results are reviewed both as they become available and year on year. Interventions are implemented during each year in response to constant evaluation so that:

- (i) As wide a group as possible of students are informed about as wide a range of opportunities
- ii) All students are able to access career paths and development opportunities regardless of background, gender, disability or other condition or situation that may otherwise present a barrier to such access.

Methods of communication with parents/ carers, employers and teachers include the following:

- 1:1 communications as and when needed
- Sharing of 1:1 advisor appointment meetings with parents/careers
- Various school events - KS4 information evening, Careers Fayre, Parents evening
- Ecomms to parents regarding upcoming events and opportunities for individual students
- School website
- Hampshire Careers partnership
- Newsletter

Destinations data 2024/25:



Oakmoor School

Leaver Year	2020	2021	2022	2023	2024
RPA Met	75	93	95	129	142
Total Leavers	85	105	104	145	161

Popular destinations:

Oakmoor School

Leaver Year	2020	2021	2022	2023	2024
Sixth Form College/School	57	54	41	67	83
FE College	15	33	49	54	55
Other Ed inc. Traineeship	0	0	0	-	0
Non-Emp Training (FT)	0	-	-	-	-
Emp (FT) inc. Apprenticeship	-	-	-	6	-

Education Programme Type	Oakmoor School 2024	Hampshire 2024
Level 3 - A Levels	27	3,609
Level 3 - Technical	41	2,216
Level 2 - GCSEs	0	125
Level 2 - Technical	31	2,345
Level 1 - Technical	9	1,244
Entry Level inc. Traineeship	-	298
Other Education Course	26	1,009

Year 12 Establishments	Leavers from Oakmoor School	% of Programme Leavers
Alton College	57	41.3%
Godalming College	19	13.8%
Basingstoke College of Technology	17	12.3%