

2019/ 20 Careers Plan

WHOLE SCHOOL DEVELOPMENT POINTS – CAREERS EDUCATION, INFORMATION AND GUIDANCE RAP PLAN

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RAG rating:	Criteria consistently met	Criteria sometimes met	Criteria not met
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<u>Development points</u>	<u>Gatsby Benchmark</u>	<ul style="list-style-type: none"> • Areas for Improvement based on the Careers Compass Benchmark Tool using https://compass.careersandenterprise.co.uk/dash-board with the Careers and Enterprise Company. • Actions 	Success Criteria	Completion Date	Person	Cost	RAG	Update 1. January 2020 2. April 2020 3. September 2020
DP1.	A stable careers programme.	<ol style="list-style-type: none"> 1. To amend the careers section on the school website to include information aimed specifically at: <ul style="list-style-type: none"> • Teachers • Employers 2. To evaluate the current provision using feedback from: <ul style="list-style-type: none"> • Teachers • Employers • Parents/Carers <p><u>Actions</u></p> <ol style="list-style-type: none"> 1. THR to update the school website with the relevant information. The resources from Career Ready can be added alongside information about our school for employers. 2. THR to create feedback forms for staff, employers and parents/carers to be collected where appropriate. 	Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, teachers, governors and employers.	November 2019	THR			Sep 2019 Score of 64% Current score of 64% National Average 6% Need to work on the website to include information aimed at teacher and parents/carers Need to evaluate using systematic feedback from: <ul style="list-style-type: none"> • Teachers • Employers • Parents/Carers
								Current score of 64% National Average 21% Need to work on the website to include information aimed at teacher and parents/carers Need to evaluate using systematic feedback from: <ul style="list-style-type: none"> • Teachers • Employers • Parents/Carers

DP2	. Learning from career and labour market information. (LMI)	<p>1. To encourage parents/carers to use careers path and LMI to aid the support given to their children</p> <p><u>Actions</u></p> <p>1. THR to regularly update the school website with LMI data and to inform parents/carers where to access this information.</p> <p>2. To continue to use START and other LMI resources with regards to careers interviews with students.</p>	Every pupil, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make the best of available information.	May 2019	THR		Current score of 80% National Average 32% Need to encourage parents and carers to use career path and labour market information to aid the support given to their children.
							Current score of 20% National Average 45% . This score has significantly dropped due to Covid closure and students not fully accessing up-to-date LMI and also not having the IT resources to enable students to use their START profile and other sources of LMI information.
DP3	Addressing the needs of each pupil	<p>1. To keep systematic records on each pupil's experiences of career and enterprise activity.</p> <p>2. To enable pupils to access accurate records about their careers and enterprise experiences</p> <p><u>Actions</u></p> <p>1. THR to ensure that all students' careers experiences are recorded on a central data base. This has been done on an informal basis so far but this needs to be more specific.</p> <p>2. Through careers in PSHE, students can now be using their START profiles to record any careers experiences.</p>	Advice and support should be tailored to the needs of each pupil. Keeping good records of pupils and their destinations after school will help.	July 2020	THR	£500 annually	<p>Sep 2019 score of 80%</p> <p>Current score of 90%</p> <p>National Average 13%</p> <p>Need to work on a system to enable the collection and maintaining of accurate data for each pupil on their destinations for 3 years after they leave school</p>
							<p>Current score – 81%</p> <p>National Average – 20%</p> <p>This score has dropped due to the ICT provision available now at school across all year groups to be able to record any career experiences.</p>

DP4	Linking curriculum learning to careers	<p>1. To ensure that <u>'all or an overwhelming majority'</u> of students by the time they leave school have meaningfully experienced career learning as part of:</p> <ul style="list-style-type: none"> • English lessons • Maths lessons • PSHE lessons • Science lessons <p><u>Actions</u> 1. THR to distribute documents and guidance to all subjects across the curriculum to enable them to include CEIAG in their SOW and in planning. These resources will be provided by Career Ready, Gatsby Benchmark 4 Complete Resource Pack and also through the Step On series of Careers resources for students from Years 7 – 11.</p> <p>THR to continue to collect feedback from students and staff around this provision.</p>	Careers and enterprise education should be part of and included in a pupil's standard lessons, linking curriculum to real-world career paths.	July 2020	THR			<p>Sep 2019 score of 68% Current score of 75% National Average 26%</p> <p>Need to ensure that feedback is collected from students to evidence they have meaningfully experienced career learning specifically as part of English/Maths and Science lessons but also across their whole curriculum</p>
DP5	Encounters with employers and employees	<p>1. To ensure that <u>all or the overwhelming majority of pupils</u> have at least one meaningful encounter with an employer every year they are at school.</p> <p><u>Actions</u> 1. THR to work with external agencies to ensure that the majority of students meet with an employer at least once a year. THR is now a member of the CWAC Pledge and has also been allocated an Enterprise Advisor who will work with Blacon High School to achieve this goal.</p>	All pupils should have encounters with employers and employees that result in a better understanding of the workplace and the potential careers paths open to them.	July 2020	THR			<p>Sep 2019 score of 0% Current score of 0% National Average 38%</p> <p>Need to source meaningful experiences of employers for all students in each year group and for each year they are at school. This is difficult to measure as we can only be successful when a cohort has been through their 5 years of schooling.</p>

								<p>Current score of 25%</p> <p>National Average 52%</p> <p>This is one of the main focus points from the BMs that I would like to concentrate on. Employers from a range of careers had been timetabled to come into school to talk to students but this wasn't possible due to lockdown.</p>
DP6	Experiences of workplaces	<p>1. To ensure that <u>all or the overwhelming majority of pupils</u> have a meaningful experience of a workplace by the end of Year 11.</p> <p><u>Actions</u></p> <p>1. To create opportunities for our current Year 10 to experience the workplace environment. THR is also working with the Skills Partnership team who can provide purposeful work experience for students. We will evaluate the impact of this with a view to opening it up to more students.</p>	It's important for pupils to experience the workplace environment to understand the context in which they could one day be working	July 2020	THR		<p>Sep 2019 score of 25%</p> <p>Current score of 25%</p> <p>National Average 37%</p> <p>Plans are in place to begin WEX (Work experience) for the current Year 10 cohort. This may not be 100% of the students at this stage. Year 9 need to be targeted for next year for Self-Placements</p>	
								<p>Current score of 25%</p> <p>National Average 47%</p> <p>WEX arrangements didn't take place due to Covid and lockdown. Future WEX placements are also uncertain during current times. This may need to be a virtual WEX where possible. THR to work with external providers to research ways to address this.</p>

DP7	Encounters with further and higher education	<p>1. To ensure that by the time they leave school <u>all or the overwhelming majority of pupils</u>:</p> <ul style="list-style-type: none"> • Have had meaningful encounters with independent training providers • Have had meaningful encounters with Higher Education Providers <p><u>Actions</u></p> <p>1. THR to work with Pastoral leads to engage local sixth forms and colleges for assemblies.</p> <p>THR to work with TTE for the provision of assemblies and then further bespoke encounters. THR to also source other training providers in the area.</p> <p>THR to contact Chester University regarding the possibility of enrichment activities and visits to the University.</p>	Careers provision should cover further and higher education as well as potential professions. Pupils should have encounters with these organisations whilst at school	July 2020	THR			Sep 2019 score of 75% Current score of 70% National Average 13%
								The majority of students need to have had meaningful encounters with Higher Education providers. All our Year 10 group have a meaningful encounter with FE (Further Education) as they all attend 2 days at CWAC but with having no 6 th Form, opportunities to experience HE (Higher Education) are much fewer.
								Current score of 70% National Average 21%
								More opportunities for relevant HE experiences are needed alongside raising interest in students regarding Higher Education and Universities.
DP8	Personal Guidance	<p>1. To continue to provide quality CEIAG to all students with an appropriately trained adviser.</p> <p><u>Actions</u></p> <p>1. THR to hold CEIAG interviews with students from lower year groups.</p>	Every student should have opportunities for guidance interviews with a career adviser, who could be internal or external, provided they are trained to an appropriate level.	July 2020	THR			Sep 2019 score of 100% Current score of 100% National Average 49%
								All Year 11 students have had CEIAG interviews with THR, a trained Level 6 adviser. All interviews and actions/outcomes are also logged and detailed on their START profile which all students can access.

								Current score of 100% National Average 57%
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