

## 2020/ 21 Careers Plan

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

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**SLT LEAD:** Rachel Thomas (THR)

RAG rating:	Criteria consistently met	Criteria sometimes met	Criteria not met
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<u>Development points</u>	<u>Gatsby Benchmark</u>		Success Criteria	Completion Date	Person	Cost	RAG	Update 1. October 2021
DP1.	A stable careers programme.	<ul style="list-style-type: none"> <li>• Areas for Improvement based on the Careers Compass Benchmark Tool using <a href="https://compass.careersandenterprise.co.uk/dash-board">https://compass.careersandenterprise.co.uk/dash-board</a> with the Careers and Enterprise Company.</li> <li>• Actions</li> </ul>	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.	January 2021	THR			
		<ol style="list-style-type: none"> <li>1. To amend the careers section on the school website to include information aimed specifically at:                             <ul style="list-style-type: none"> <li>• Teachers</li> <li>• Employers</li> </ul> </li> <li>2. To evaluate the current provision using feedback from:                             <ul style="list-style-type: none"> <li>• Teachers</li> <li>• Employers</li> <li>• Parents/Carers</li> </ul> </li> </ol> <p><u>Actions</u></p> <ol style="list-style-type: none"> <li>1. THR needs to meet with the IT team and update the website to reflect our current CEIAG provision. Gatsby 4 resources need to be added to ensure the careers section on the website is aimed at teachers, a Parent/Carer booklet needs to be added and also relevant information for employers.</li> </ol>						

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.	July 2021	THR			
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. Collects and maintains accurate data for each pupil on their destinations for 3 years after they leave school</p> <p><u>Actions</u></p> <p>1. THR to ensure that all students' careers experiences are recorded on a central data base. START can be used for this and all students provided with a log in.</p> <p>2. To continue to work with the appropriate agencies to keep track of students up to the age of 19.</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 2021	THR			

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"> <li>• English lessons</li> <li>• Maths lessons</li> <li>• PSHE lessons</li> <li>• Science lessons</li> </ul> <p><u>Actions</u></p> <p>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 2021	THR			
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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.  * This is currently a greater challenge due to Covid-19 and virtual encounters will have to be researched.</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 2021	THR			
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>  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.  * This is currently a greater challenge due to Covid-19 and virtual encounters will have to be researched.</p>	It's important for pupils to experience the workplace environment to understand the context in which they could one day be working	July 2021	THR			

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"> <li>• Have had meaningful encounters with independent training providers</li> <li>• Have had meaningful encounters with Higher Education Providers</li> </ul> <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> <p>* This is currently a greater challenge due to Covid-19 and virtual encounters will have to be researched.</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 2021	THR			
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> <p>* This is currently a greater challenge due to Covid-19 and face to face meetings in school not being part of our Risk Assessments.</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 2021	THR			