

## 2020/ 21 Careers Plan

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

**NAMED GOVERNORS:** PETE WILKS, DAVID PEACHEY, BECKY LEES

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

RAG rating:	Criteria fully met	Criteria partially met	Criteria not met
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<u>Development points</u>	<u>Gatsby Benchmark</u>	<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>	Success Criteria	Completion Date	Person	Cost	RAG	Update 1. October 2021
DP1.	A stable careers programme.	<ul 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> </ul> <p><u>Actions</u></p> <ul 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> </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			<p>Previous score – October 2020 – 64%</p> <p>Current score – 70%</p> <p>National score – 27%</p> <p>Gatsby 4 links have been provided on the website to guide staff towards resources to use across the curriculum.</p> <p>A parent/Carer guide has been added to provide parents and carers with information regarding Post-16 choices.</p> <p>A Provider Access statement has been added, along with a Careers Policy so employers are aware of how to access the relevant Careers contact here at school.</p>

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			<p>Previous score – October 2020 – 40%</p> <p>Current score – 20%</p> <p>National score – 52%</p>
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			<p>Previous score – October 2020 – 81%</p> <p>Current score – 72%</p> <p>National score – 25%</p> <p>This figure is a slight drop due to students not being in school and being able to take part in careers experiences and also not currently using the START provision. We are looking to move to a programme called Compass Plus to record all student career experiences. This will enable us to keep systematic records and will also enable students to access this information should they require it.</p> <p>Maintaining accurate data for each student for 3 years after they leave Blacon High continues to be a challenge but we are looking at ways to address this whilst being GDPR compliant.</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"> <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		<p>Previous score – October 2020 – 87%</p> <p>Current score – 81%</p> <p>National score – 45%</p> <p>There is a slight drop in the figure due to students not being present at school and being able to experience careers across the curriculum first hand. Resources have been provided across all departments, CEIAG forms part of the new curriculum planning documents for 2021 – 2022 and Careers is also embedded into the new tutor group rota for 2021 – 2022.</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.  * 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			<p>Previous score – October 2020 – 25%  Current score – 25%  National score – 58%</p> <p>This is a benchmark that is in progress as we need to have 5 clear years of a year group going through from Year 7 to Year 11 to evidence that ...'all or the overwhelming majority of pupils have at least one meaningful encounter with an employer every year they are at school'.</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>  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			<p>Previous score – October 2020 – 25%  Current score – 25%  National score – 52%</p> <p>Work experience placements for the Year 10 cohort did not take place due to Covid and there was no offer from the companies of a virtual work placement. Blacon High School has been chosen to be one of the first schools in the new Cheshire and Warrington Hub which is part of Cheshire and Warrington Pledge and it is hoped that this will provide the school with more opportunities for workplace experiences for our students.</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"> <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>  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			<p>Previous score – October 2020 – 60%  Current score – 70%  National score – 30%</p> <p>Covid has, again for this benchmark, provided challenges for us. All assemblies and site visits have not been allowed. THR populated a specific Year 11 Careers Google Classroom with online and virtual tours and open evenings for all our local providers.</p>
DP8	Personal Guidance	<p>1. To continue to provide quality CEIAG to all students with an appropriately trained adviser.</p> <p><u>Actions</u>  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			<p>Previous score – October 2020 – 100%  Current score – 100%  National score – 61%  Despite the challenges of Covid and student absences, we continue to provide CEIAG interviews with all students in the Year 11 group with a qualified advisor.</p>