

2022- 2023 Careers Plan - Evaluation

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

Named governors: Judy Gilmour

SLT lead: Rachel Thomas (THR)

RAG rating: **Improvement in performance** **Maintained performance** **Below National**

Development points	Gatsby Benchmark	<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. September 2023
DP1	A stable careers programme.	<ol style="list-style-type: none"> To amend the careers section on the school website to include information aimed specifically at: <ul style="list-style-type: none"> Employers To evaluate the current provision using feedback from: <ul style="list-style-type: none"> Teachers Employers Parents/Carers Students <p><u>Actions</u></p> <ol style="list-style-type: none"> To have a careers programme with both strategic and operational elements To ensure purposeful feedback is in place with regards to thoughts of CEIAG experiences at school 	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.	July 2023	THR			<p><u>July 2022</u> Current score –100% National – 43%</p> <p><u>July 2023</u> Current score –100% National – 66%</p> <p>We have maintained performance with this benchmark</p>

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DP2	Learning from career and labour market information. (LMI)	<ol style="list-style-type: none"> To encourage parents/carers to use careers path and LMI to aid the support given to their children <p><u>Actions</u></p> <ol style="list-style-type: none"> THR to find external support to source current and relevant LMI data and to publish this to parents/carers. 	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 2023	THR			<p><u>July 2022</u> Current score –100% National – 66%</p> <p><u>July 2022</u> Current score –100% National – 81%</p> <p>We have maintained performance with this benchmark</p>
DP3	Addressing the needs of each pupil	<ol style="list-style-type: none"> To keep systematic records on each pupil's experiences of career and enterprise activity. Collects and maintains accurate data for each pupil on their destinations for 3 years after they leave school <p><u>Actions</u></p> <ol style="list-style-type: none"> To continue working on embedding Compass + into our school database to allow us to keep track of and record student CEIAG experiences. To continue to work with the appropriate agencies to keep track of students up to the age of 19. 	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 2023	THR			<p><u>July 2022</u> Current score –72% National – 38%</p> <p><u>July 2023</u> Current score –72% National – 54%</p> <p>Progress has been maintained this year but this continues to be an ongoing action for CEIAG. GDPR is proving to be a barrier for sharing information across CWAC to support schools with data regarding students who have left Blacon High School</p>

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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></p> <p>1. Using purposeful and regular feedback to understand student CEIAG experience across the curriculum, especially in English/Maths and Science. PSHE now has a Careers Scheme of Work embedded into the overview.</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 2023	THR			<p><u>July 2022</u> Current score – 75% National – 60%</p> <p><u>July 2023</u> Current score – 87% National – 76%</p> <p>Increase in outcomes due to a collaboration with the Science department and Chester Zoo. PSHE has CEIAG into the programme and English supported the CEIAG programme with external visits and LoTC.</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></p> <p>1. THR to work with external agencies to ensure that the majority of students meet with an employer at least once a year. Work with our Enterprise Coordinator and our Enterprise Advisor to begin to source external employers to provide purposeful and meaningful experiences to our students.</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 2023	THR			<p><u>July 2022</u> Current score –50% National – 56%</p> <p><u>July 2023</u> Current score –100% National – 80%</p> <p>This is a great achievement for our school and this benchmark has improved due to Enrichment Days via The Pledge and also collaborations with external companies – Altimex, for example.</p>

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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. This also needs external support and advice.</p>	It is important for pupils to experience the workplace environment to understand the context in which they could one day be working	July 2023	THR			<p><u>July 2022</u> <u>Current score –100%</u> National – 36%</p> <p><u>July 2023</u> <u>Current score –100%</u> National – 64%</p> <p>Outcomes maintained due to Year 10 in July 2023 taking part in a virtual Work Experience programme on Monday 3rd July.</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 more of our local 6th Form providers to engage with our students.</p> <p>2. THR to work with TTE, as a training provider, for the provision of assemblies and then further bespoke encounters. 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 2023	THR			<p><u>July 2022</u> <u>Current score –80%</u> National – 33%</p> <p><u>July 2023</u> <u>Current score –100%</u> National – 52%</p> <p>Improved outcome due to more engagement this year with Higher Education providers and training providers attending our enrichment days. Our leavers in 2023 also spent 3 days at Chester Uni as part of their WEX programme.</p>

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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 continue to hold 1:1 CEIAG sessions with Year 11s.</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 2023	THR			<p><u>July 2022</u> Current score –100% National – 65%</p> <p><u>July 2023</u> Current score –100% National – 75%</p> <p>All students in Year 11 had a 1:1 CEIAG session with a Level 6 trained adviser.</p>