

2023 2024 Careers Action Plan

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

NAMED GOVERNORS: JUDY GILMOUR

SLT LEAD: Rachel Thomas (THR)

Improvement in performance

Maintained performance

Below National

<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 <ol style="list-style-type: none"> September 2023 September 2024
DP1.	A stable careers programme.	<u>Actions</u> <ol style="list-style-type: none"> To maintain collecting purposeful feedback with regards to thoughts of CEIAG experiences at school – from all stakeholders: students, parents/carers, teachers and employers. To maintain the evaluations of our CEIAG programme using systematic feedback from all stakeholders. 	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 2024	THR/HUD			<u>July 2023</u> Current score –100% National – 66%

DP2	Learning from career and labour market information. (LMI)	<p><u>Actions</u></p> <ol style="list-style-type: none"> To continue to ensure the majority of students have used up-to-date career & labour market information to help inform study/career decisions. To continue to encourage parents and carers to use career path and labour market information to aid the support given to their children. 	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 2024	THR/HUD			<p><u>July 2023</u> Current score –100% National – 81%</p>
DP3	Addressing the needs of each pupil	<p><u>A 100% Benchmark 3 includes -</u></p> <ul style="list-style-type: none"> Keeping systematic records on each students’ experiences of career and enterprise activity Enabling students to access accurate record about their careers and enterprise experiences Collecting and maintaining 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"> For THR/HUD to attend training for Compass + tp enable us to add all CEIAG experiences onto SIMS and thus enabling all students to have access and a record of this. Continue to collect alumni data on results’ day to contact at a later date 	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 2024	THR/HUD			<p><u>July 2023</u> Current score –72% National – 54%</p> <p>There is a still a big barrier regarding alumni and their current data. This is a GDPR issue for CWAC and data sharing with schools and their past students is not current practise. This makes it very difficult to track students and also to reach out to any NEET students.</p>

DP4	Linking curriculum learning to careers	<p><u>A 100% Benchmark 4 includes –</u></p> <p>To ensuring that ‘all or an overwhelming majority’ 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. Liaising with the Maths department to ensure more CEIAG activity takes place across KS3 and KS4.</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 2024	THR/HUD			<p><u>July 2023</u></p> <p>Current score – 87%</p> <p>National – 75%</p>
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DP5	Encounters with employers and employees	<p><u>A 100% Benchmark 5 –</u></p> <ul style="list-style-type: none"> To ensure that <u>all or the overwhelming majority</u> of students have at least one meaningful encounter with an employer every year they are at school. <p><u>Actions</u></p> <ol style="list-style-type: none"> To continue planning employer events in school for all students in Years 7 – 11 to access. Increase our current database of employers. New Provider Access statutory guidance from January 2023 states that we <u>need a minimum of 2 encounters for each student per Key Stage.</u> To look into holding a Careers Fair in 2024 for all Year groups to access. 	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 2024	THR/HUD			<p><u>July 2023</u> <u>Current score –100%</u> National – 80%</p>
56DP6	Experiences of workplaces	<p><u>Actions</u></p> <ol style="list-style-type: none"> To work with Mploy to provide our first face to face Year 10 WEX programme, including self placements and virtual WEX for students who don't secure an external position. Launch of this programme to take place on 14th September 2023. 	It is important for pupils to experience the workplace environment to understand the context in which they could one day be working	July 2024	THR/HUD			<p><u>July 2023</u> <u>Current score –100%</u> National – 64%</p>

DP7	Encounters with further and higher education	<p><u>A 100% Benchmark 6 includes –</u></p> <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. To source training providers to work with students in school and also to look at increasing the HE opportunities.</p> <p>2. To ensure Ask Apprenticeships / apprenticeship provider attends a Year 10 assembly.</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 2024	THR/HUD			<p><u>July 2023</u> <u>Current score –100%</u> National – 52%</p>
DP8	Personal Guidance	<p><u>Actions</u></p> <p>1. To continue to ensure that all Year 11 students receive at least one 1:1 Careers interview.</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 2024	THR/HUD			<p><u>July 2023</u> <u>Current score –100%</u> National – 75%</p>