



# Nether Stowe School

## CEIAG Gatsby Benchmarks Evaluation & Action Plan for 2022-2023

OVERALL BENCHMARKS	SUB-SECTIONS OF BENCHMARK	AREAS ACHIEVED	AREAS FOR DEVELOPMENT
<b>BENCHMARK 1: A stable careers programme</b>  <i>National average of schools nationally meeting this benchmark 2019= 21%</i> <ul style="list-style-type: none"> <li>• Our score July 2020 = 52%</li> </ul>	Careers programme written down	Yes – school policy, yearly programme with accompanying scheme of work and calendar.	Continuation of calendar and SOW.
	Careers programme approved by governors	Yes – school policy has governor approval	
	Careers programme has explicit backing of senior leadership	Yes – school policy has Headteacher approval and Headteacher is line manager for careers	
	Careers programme has resources allocated to it	Yes – AR has undertaken a number of online webinars (Careers & Enterprise company, Amazing Apprenticeships, START, etc) during lockdown to support continuing professional development	AR to confirm with GLJ exactly what is allocated to careers Continuation of training for Careers lead through online Careers and Enterprise company – An introduction to Careers Leadership
	Careers programme has systematic monitoring in place	Yes – termly feedback meetings following compass input with Headteacher and link governor Yes- mapping has been done across all departments and reviewed on what has/hasn't been achieved this year	Combine these with termly with Local Enterprise advisor and volunteer  AR to evaluate all activities before/after each event with pupils, staff and employers – student voice, interviews, questionnaires, etc.
	Careers programme has strategic and operational elements	Yes – fortnightly line management meeting with Headteacher (strategic) and time allocated on timetable for AR to implement (operational)	
	Careers programme is published on school website	Yes	
	Careers programme is on the school website with information aimed specifically at: <ul style="list-style-type: none"> <li>• Students</li> <li>• Teachers</li> <li>• Employers</li> <li>• Parents/carers</li> </ul>	Yes all areas included	Need to develop communication with parents so they are aware of what information is on there and how to use it

	Careers programme is evaluated for effectiveness at least every 3 years	Yes – evaluated annually	
	Careers programme is evaluated using systematic feedback from: <ul style="list-style-type: none"> <li>• Students</li> <li>• Teachers</li> <li>• Employers</li> <li>• Parents/carers</li> </ul>	Yes with students and teachers – online survey completed, some evaluation done following activities during the year with pupil voice.	Need to complete online survey for parents and ask for feedback from employers specifically about careers programme, rather than just the experience at the school.
	Careers programme has an identified lead individual with strategic responsibility for overseeing the programme	Yes – AR and contact details on website	
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<b>BENCHMARK 2: Learning from career and labour market information</b>  <i>National average of schools nationally meeting this benchmark 2019= 45%</i> <ul style="list-style-type: none"> <li>• Our score July 2020 = 40%</li> </ul>	Ensures the majority of students have used up-to-date career and labour market information to help inform study/career decisions	Yes – short session done through tutor time for all pupils. Y9, Y10 and Y11 careers assemblies from Entrust contain relevant LMI.	Continuation of using LMI in assemblies and tutor sessions. Organise specific Labour market information sessions within PSHE day Careers lessons. AR to continue to work with MG to ensure LMI in assemblies easy to take in by students and make session more interactive.
	Encourages parents and carers to use career path and labour market information to aid the support given to their children	Partially – information on school website for parents to use regarding LMI.	Need to develop communication with parents so there is a focus on LMI – through termly Careers newsletters emailed directly to parents, and highlight information on website. Ensure regularly updated LMI information on website.
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<b>BENCHMARK 3: Addressing the needs of each pupil</b>  <i>National average of schools nationally meeting this benchmark 2019= 20%</i>	Provide a careers programme that raises aspirations of all pupils	Partially – through PSHE lessons. KS3 University trip unable to run COVID-19.	Develop existing PSHE lessons to raise aspirations more so. Trips and employer talks to help support this as well. Need to develop assemblies to also support this.
	Provides a careers programme that challenges stereotypical thinking (in terms of gender, etc.)	Partially – through PSHE lessons. Some trips unable to run due to COVID-19 e.g Big Bang in Science.	Develop existing PSHE lessons to raise aspirations more so – including Y9 employer speed dating. Trips and employer talks to help support this as well.

<ul style="list-style-type: none"> <li>Our score July 2020 = 63%</li> </ul>			Development of STEM programme across school to support this. Need to develop assemblies to also support this.
	Keeps systematic records on each pupils' experiences of career and enterprise activity	Yes – done through excel document kept by AR.	Upgrade to Compass+ will be done through this now.
	Enables pupils to access accurate record about their careers and enterprise experiences		Use of START programme which has 'locker' feature for them to keep record of experiences which can be accessed whenever they want.
	Collects and maintains accurate data for each pupil on their destinations for 3 years after they leave school	Partially as had 2-year data for those remaining in 6 <sup>th</sup> form.	Students completed data collection forms on results day, need to develop document to keep and organise who will support contacting students.
	Shares above mentioned data with the local authority	Yes	
	Works pro-actively with the local authority and careers advisers to provide careers guidance to vulnerable pupils and special education needs and disability (SEND) students	Yes	More work with school SENCo to improve provision for SEND students.
OVERALL BENCHMARKS	SUB-SECTIONS OF BENCHMARK	AREAS ACHIEVED	AREAS FOR DEVELOPMENT
<b>BENCHMARK 4: Linking curriculum learning to careers</b>  <i>National average of schools nationally meeting this benchmark 2019 = 38%</i> <i>Our score July 2020 = 63%</i>	All/the overwhelming majority of students by the time they leave school, have meaningfully experienced career learning as part of: <ul style="list-style-type: none"> <li>English lessons</li> </ul>	Partially – with Y8 careers lesson in English	Further development of this across all year groups combining career lessons, option lessons, employability skills programme linked to tutor time.
	All/the overwhelming majority of students by the time they leave school, have meaningfully experienced career learning as part of: <ul style="list-style-type: none"> <li>Maths lessons</li> </ul>	Partially – with Y8 careers lesson in Maths	Further development of this across all year groups combining career lessons, option lessons, employability skills programme linked to tutor time. JS (Maths) keen to set up STEM club.
	All/the overwhelming majority of students by the time they leave school, have meaningfully experienced career learning as part of: <ul style="list-style-type: none"> <li>Science lessons</li> </ul>	Partially – with Y8 careers lesson in Science. Programme of STEM sessions in Yrs7 and 9 with positive feedback from students.	Further development of this across all year groups combining career lessons, option lessons, employability skills programme linked to tutor time. Further development of schoolwide STEM programme to compliment careers

			programme led by HH (Science) AR to work with HH to link to Maths & Technology.
	All/the overwhelming majority of students by the time they leave school, have meaningfully experienced career learning as part of: <ul style="list-style-type: none"> <li>PSHE lessons</li> </ul>	Yes – all year groups have PSHE day focused on careers.	
	CEIAG mapping across all subject areas within school, and each subject having statement on LIP specific to careers.	Partially – some departments have begun this and completed display boards. Some departments completed Y8 careers lessons, which had positive feedback from pupils about them – so will continue.	All departments to include careers on LIP, in line with whole school programme. Also complete careers overview document highlighting where careers is explicitly linked in the subject, as well as where employability skills are highlighted in lessons. All departments to complete display board linked to careers by Oct half term.
	Development of alumni database to support careers programme.	Plan for summer 2019 (COVID-19) delayed this.	AR has developed forms and templates to use and has started to contact past students will build up during the year. AR to work with KB on supporting this.
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<b>BENCHMARK 5: Encounters with employers &amp; employees</b>  <i>National average of schools nationally meeting this benchmark 2019 = 52%  Our score July 2020 = 25%</i>	Students to have at least one meaningful encounter with an employer every year there are at your school <ul style="list-style-type: none"> <li>Year 7</li> <li>Year 8</li> <li>Year 9</li> <li>Year 10</li> <li>Year 11</li> <li>Year 12</li> <li>Year 13</li> </ul>	Partially – COVID-19 prevented these taking place. Y7 RAF STEM encounter in Science, Y8 & 9 would have been Amazon employer talk, Y10 would have been 5 employers support Dragon’s Den style drop down day, Y11 National Citizenship Service, Y12 & 13 Local Staffordshire Councillors and mock interviews. Some unable to take place due to COVID-19, attempts to replace with virtual experiences e.g. Percy Pigs project	Development of employer encounters to include more in school employer talks, employers supporting on Careers PSHE days and site visits throughout the year for every year group. Y7 – Percy Pigs Project & M&S Y8 – Amazon project Y9 – Florette Salad project & PSHE day ‘employer speed dating’ Y10 – WEBASTO Y11 – WAGSTAFF recruitment & NCS Y12 – James Blackman Cocoon & NCS Y13 – James Blackman Cocoon Need to build in employer throughout the academic year.

			AR to work with KM/HR to develop 6 <sup>th</sup> form tutor programme to include careers sessions.
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<b>BENCHMARK 6: Experiences of workplaces</b>  <i>National average of schools nationally meeting this benchmark 2019 = 47% Our score July 2020 = 12%</i>	All/the overwhelming majority of pupils have had a meaningful experience of a workplace by the end of year 11	No – COVID-19 prevent trip to Amazon factory in Rugeley.	Organisation of trip to Amazon factory in Rugeley for Y8, potential visit to Florette Salad factory in Fradley and Y9 ‘Day at work’ with parents on school Personal Development Day. Organisation for select group of Y10 pupils to WEBASTO factory – links with engineering, STEM careers.
	All/the overwhelming majority of pupils have obtained a meaningful experience of a workplace during years 12 and 13	Partially – some Y12 students undertaken work experience during 6 <sup>th</sup> form	Work with HR/KB for the organisation of work experience week for full Y12 cohort during summer term of school. Y12 trip to Magistrates Court as part of PSHE programme – develop to include talks by those in careers linked to this.
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<b>BENCHMARK 7: Encounters with further and higher education</b>  <i>National average of schools nationally meeting this benchmark 2019 = 21% Our score July 2020 = 62%</i>	By the time they leave school all/the overwhelming majority of pupils have had meaningful encounters with sixth form colleges	YR10 have assembly from South Staffs college as part of Post-16 options week, also delivered through parental evening.	Speak with Enterprise advisor about looking at further options for this.  Organise talk from South Staffs College for Y10 Post-16 options assembly and parents evening.  AR to locate and organise trip to local careers fair for Y10.
	By the time they leave school all/the overwhelming majority of pupils have been provided with information about the full range of apprenticeships, including higher level apprenticeships	YR10 have in school assembly from ASK Apprenticeships as part of Post-16 options week, also delivered through parental evening – cancelled due to COVID-19, but presentation from ASK and information packs sent out to pupils and parents.  YR12 have in school assembly from ASK Apprenticeships about high level options – cancelled due to COVID-19.	Organise talk from ASK for Y10 Post-16 options assemblies and parents evening.  Organise talk for Y12 as part of Post-18 options assemblies and parents evening.  AR to locate and organise trip to local careers fair for Y10.

	By the time they leave school all/the overwhelming majority of pupils have had meaningful encounters with general further education colleges	YR10 have assembly from South Staffs college as part of Post-16 options week, also delivered through parental evening.	Organise talk from South Staffs College for Y10 Post-16 options assembly and parents evening.  AR to locate and organise trip to local careers fair for Y10.
	By the time they leave school all/the overwhelming majority of pupils have had meaningful encounters with independent training providers	Selective YR10 assembly for relevant students by Juniper training.	Organise assembly for 2020/21 using Juniper training, see if there are other local training providers.  AR to locate and organise trip to local careers fair for Y10.
	By the time they leave school (aged 18) all/the overwhelming majority of pupils have had at least <b>two</b> meaningful visits to universities to meet staff and students	Y9 University of Birmingham trip couldn't take place due to COVID-19.	Y9 University of Birmingham trip organised for June 2021.  Organise YR12 university visit for 2020/21
	Higher education evening held for Y12 to look at post-18 options of study.	Cancelled due to COVID-19.	AR to work with HR/KB about organising this for 2020/21.
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<b>BENCHMARK 8: Personal guidance</b>  <i>National average of schools nationally meeting this benchmark 2019 = 57%  Our score July 2020 = 75%</i>	All/overwhelming majority of pupils have had an interview with a professional and impartial careers advisor by the end of year 11	Yes – all pupils have one initial 1 hour guidance interview with MG from Entrust, and many have 30 minute follow up interview later in the year.	AR to continue to use Y10 careers surveys to help organise Y11 careers interviews as rota worked well.
	All/overwhelming majority of pupils have had at least two interviews with a professional careers advisor by the end of year 13	No – these are currently done for KS5 based on pupil request or at request of Head of 6 <sup>th</sup> form or pastoral head of 6 <sup>th</sup> form.	Need to change contract with Entrust to include additional interviews for all Y13 pupils. AR to use Y12 careers surveys to help organise Y13 careers interviews. AR to work with KB on this more closely with updating Y13 post-18 plans.
	Following careers interviews there will be action plans shared with tutors to allow form discussion.	This wasn't done, AR to develop excel document which has condensed information about each pupil shared. Need to gain permission from students to do this.	AR to create excel document where information can be dropped into from careers interviews which is then in a central place all can access.
	Actions plans are sent to AR who with student permission will pass key details onto parents to ensure they are informed about what was discussed and targets set	AR emailed some action plans to parents, although not all students information was passed on to parents, some was done through phone calls. Time taken condensing	AR to send complete copy of action plan the week it has been undertaken to parents – condensing information not needed and too

		information for parents – this wasn't needed.	time consuming. AR to check with MG this is OK.
	Y9 options assembly given at timely point to help support students with option choices.	MG held options assembly earlier in the year which also included LMI information.	AR to continue to work with MG on options assembly for students.
	Area of 6 <sup>th</sup> form dedicated to careers for information posters, uni prospectuses, LMI, local newspapers, etc	AR developed careers area which was updated with information sent	Will need to re-done in new 6 <sup>th</sup> form area, development of 6 <sup>th</sup> form career ambassadors to support with upkeep of this area, but also support on parent evenings in developing parental support database, taking down any questions from parents, sharing printed information as AR will be – supported by member of staff/careers link governor as AR will be doing subject appointments.