

# CEIAG Action Plan 2018-2020



Main aim - To fully achieve the statutory guidance and Gatsby Principles by 2020

Gatsby Principle	Action Point	Pathways	When / Who – CEIAG team unless specified	Outcome / Impact
<b>1 A Stable Careers Programme</b>	Ensure all planning incorporates the 8 Gatsby Benchmarks	All documents include reference to Gatsby Principles	Dec 2018 (live docs) then ongoing Sept 2018	Comply fully with statutory guidance
	Create new “Careers Programme” document and share with students/ parents/ staff/ employers	Year 7 to 11 Careers programme documents created and added to school website	Nov 2018	Website continues to be of an excellent standard
	Continue to plan timeline of CEIAG events and create calendar	Calendar created and updated termly – see attached document	Sept 2018 then ongoing	
	Share Careers Programme and ongoing events and activities with Governors and wider community	Written report to Governors re Destinations (previous report attached)	Nov 2018	School Governors understand and support CEIAG
		Presentation to Governors re years events and successes (previous presentation attached)	July 2019	
		Activities and events shared with school and wider community via Facebook and school website	Ongoing	
	Appoint Careers Leader	AS appointed.	Sept 2018	Comply fully with statutory guidance
	Identify appropriate training and support.	Dec 2018 CEC Careers Hub		

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<b>(1a evaluation and quality)</b>	Continue to assess and improve all CEIAG provision	Continue to complete evaluations after every event with students/ staff/ external staff (e.g. employers/ partners)/ parents using paper/ electronic systems as appropriate	Ongoing	Provision continually improves and meet the needs of every student
		Continue Year 11 focus groups and add year 9 and 10 focus groups for on-going feedback	July 2019	
		Meet termly/ annually to evaluate feedback and share feedback and developments with students and parents via website	July 2019	
		Complete re-accreditation paperwork and seek support from Mentor	Oct 2018	To have external quality assessment of our provision
	Renew the “Quality in Careers Standard” Inspiring IAG Award	Apply for re-accreditation and complete evaluation visit	Dec 2018	
<b>2 Learning from career and labour market information</b>	Share LMI and Careers resources with students/parents/ staff	Review and update “links” section on the CEIAG part of the website.	Jan 2019	Careers information and LMI more widely available and used
		Continue to share and highlight these resources at parents evenings	On-going	
		Include LMI and Careers resources as part of Life Education review		
		Include LMI and Careers resources as part of embedding Careers into curriculum learning (see benchmark 5) Undertake staff IDT – Aspirational CEIAG Training – signposting what my subject can lead to	Feb 2019	

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<b>3</b> <b>Addressing the needs of each pupil</b>	Continue to offer careers interviews to every Year 9 and Year 11 student.	Ensure that every student receives at least one interview with full level 6 qualified Career Adviser by recording interactions across all 5 years	July 2020	All students have clear record of CEIAG interactions which they can use effectively
		Work with CEC Careers Hub on new recording system which allows meaningful use for students and CEIAG staff	July 2019	
	In addition to collection of “feedback” from students, undertake meaningful evaluation of feedback to ensure that student’s needs are met.	Continue to use feedback questionnaires and Year 11 focus group and extend focus group to other year groups.	July 2019	CEIAG continues to meet every students needs
	Use destinations data to evaluate careers interventions	Create/ update destinations data using LA/ Positive Steps data	Dec 2018	Reduction in NEET to 0%
		Use data from Raise 2016	Dec 2018	
	Long term can use NCOP longitudinal data to track HE uptake as well as 16 to 18 destinations	Start by end 2020?	Increase of students into HE	
<b>4</b> <b>Linking Curriculum Learning to Careers</b>	Review Life Education Curriculum to ensure that Careers Education Outcomes are covered	Review current curriculum and plan new year	LM Dec 2018	Students to have effective Careers Education programme which meets the school’s vision of preparing them for work
		Increase number of lessons with Team CEIAG to include years 7 and 8	July 2019	
		Add preparation for Work Experience/ post experience evaluation to year 10 to make the most of work experience.	LM June 2019	
	Explore CEIAG links to PiXL Edge	Explore links with CEIAG work and PiXL Edge programme	LM Jan 2019	
Continue to build “Careers	IDT session for all staff on CEIAG	October 2018	Careers work	

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	<p>Champions” and work to embed Careers into curriculum areas</p> <p>Support Form tutors/ KS4 Teachers with CEIAG info</p>	<p>Initial focus with vocational course areas in support of new B-TEC Technical Certificates (Engineering and Business)</p> <p>Create updates Careers displays in every departments</p> <p>Year 7 to 11 form tutor summary sheet for signposting</p> <p>New Year 11 form tutors have briefings for expectations and applications</p>	<p>+CEC Careers hub support Dec 2018</p> <p>Jan 2019</p> <p>Jan 2019</p> <p>Oct 2018</p>	<p>contributes to the quality of teaching and learning</p> <p>All staff are able to confidently signpost to Careers information</p>
<p><b>5</b></p> <p><b>Encounters with employers and employees</b></p>	<p>Building on last year’s initial success, build/ strengthen external employer links to facilitate employer interactions for each year group</p>	<p>Participate in CEC Careers Hub Pilot and receive support from Enterprise Co-ordinator and Enterprise Adviser</p> <p>Hold second annual Careers Networking event and drop to year 9</p> <p>Hold additional high ability Networking Events</p> <p>Complete Review and action plan with Careers Champions from all curriculum areas</p> <p>Particular focus on support for new B-TEC Technical certificates in Engineering and Business Studies</p> <p>Plan additional employer interactions for KS 3</p>	<p>Launch Oct 2018</p> <p>May 2019</p> <p>July 2019</p> <p>Dec 2018</p> <p>October 2018</p> <p>July 2020</p>	<p>Increase employer encounters for all students</p> <p>All students to have at least one employer encounter each year.</p> <p>Further embed careers into curriculum</p> <p>All students to have at least 5 employer interactions</p>

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<b>6</b> <b>Experiences of workplaces</b>	Continue to offer work experience to all year 10 students	Improve placements offered to learners with additional needs	July 2019	All students have at least one meaningful experience of a workplace
	Build more workplace visits into curriculum	Include opportunities to visit workplaces in Curriculum Careers action plans. Again, particular focus on Engineering initially	July 2019	
<b>7</b> <b>Encounters with Further and Higher Education</b>	Increase student interest in/ progression into HE (full time and Degree Apprenticeship)	Continue to work with NCOP to offer a wide range of HE interactions and visit – see NCOP action plan.	July 2020	Increase numbers progressing into HE
		Use NEON research to inform a detailed action plan	Dec 2018	
	Increase student interest in/ progression to A-Level	Broaden post 16 pathways event to include a wider range of post 16 providers. Include High ability year 9 and 10 students.	Oct 2018	Increase sustained progression to A-Level/ other level 3 provision as appropriate to the individual  Increases student aspirations
	Start an “Honours Programme” to encourage aspirations of high ability students	Include support from NCOP and CEC to arrange relevant programme of events.  Use Year 9 Pathways (options) evening to launch programme and do other post 16 pathways signposting.	May 2019  May 2019	
<b>8</b> <b>Personal Guidance</b>	Continue to offer one to one guidance to all students at appropriate transition points.	Return to all Year 9 students receiving a guidance interview with LS or DG	April 2019	All students receive the guidance they need to make well informed, realistic career choices
		Recording system to capture/ ensure all students have at least one interview with LS (Level 6 qualified Career Adviser)	Dec 2018	
		Continue to see all year 11 students with enhanced support for those in need.	Dec 2018	

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