

Evaluation of CEIAG Provision: 2023-24



Please see below for assessment of HPA CEIAG provision mapped against the Gatsby Benchmarks

The percentages refer to the last Compass Evaluation carried out in the Summer Term and measure the extent to which each benchmark has been fully achieved.

Benchmark	Assessment	Action Points
<p>GB1</p> <p>Stable Programme.</p> <p>100% - Achieved</p>	<p>HPA has benefitted from having a Careers Advisor in school 2 days a week (Level 6 Qualified). Documents are published on the school website under the careers section.</p> <p>SLT (DD) Line manages and supports careers events in school.</p> <p>Careers Events have been evaluated by external provision, and by speaking to students about their experiences.</p> <p>HPA has joined the Careers Hub (CEC) in which we receive quality input from Cornerstone Employers and the chance to share good practice.</p>	<p>AM to continue the development and co-ordinating of the careers/aspirations calendar alongside the RHSE programme. This will continue to boost the quality of CEIAG provision. Filter Careers into PD.</p> <p>SLT support to continue and regular line management.</p> <p>External evaluation utilised well. Some internal evaluation done but this could be more formalised, perhaps with the use of Microsoft Forms in the new academic year.</p> <p>Continue involvement in CEC/D2N2 Careers Hub. Current CEC support from Eon, look at changing industry.</p> <p>Look at appointing Careers Governor and Faculty champions.</p>
<p>GB2</p> <p>Use of LMI – Learning from Careers and Labour Market Information.</p> <p>100% - Achieved</p>	<p>HPA students have access to the online careers platform Unifrog There are also a range of links and tools on the student careers page on the school website.</p> <p>The school webpage also contains links in which covers a range of topics and includes LMI. There are separate pages for students and parents.</p> <p>Students have year group specific information (events / opportunities) posted via Class Charts, which can also be viewed by parents. E.g. Information created to coincide with National Careers and Apprenticeship Week.</p> <p>KJ is accessible in school for 2 days a week to help signpost information to students and staff.</p>	<p>Push the use of Unifrog more with students, they engage with it initially but use then tails off and they forget it is there! Launch to those inactive year groups. Pushing the engagement with opportunities posted on Class charts, via tutors.</p> <p>Continue to update the webpage and look at feeding into twitter regularly. Launch termly newsletters.</p> <p>Pushing the engagement with opportunities posted on Class Charts, via tutors. Seek new ways in engaging students and staff with the use of LMI, e.g. refreshing displays and TV screens. Launch 'Career of the Week'</p>

<p>GB3</p> <p>Addressing the Needs of All Students.</p> <p>100% - Achieved</p>	<p>KJ prioritised groups in regard to 1:1 interactions and also had additional input with SEND learners (e.g. Q&A sessions).</p> <p>Aspirational Programme growing from strength to strength E.g. All year groups involved in NTU partnership by exploring University. Enrichment events including - Work Experience and Mock interviews Y10 upwards.</p> <p>Records kept and cross-referenced, liaising with other areas such as mentors, tutors, pastoral leaders, learning support and inclusion. Referrals and provision made when appropriate.</p> <p>Student action plans shared with consent to relevant staff, and sent to students via email.</p> <p>Destinations monitored and shared with Futures. Official Destination Data shared on the school careers page for parents to view.</p> <p>Equality and Stereotypical thinking delivered through PD curriculum, PSHE/RHE.</p>	<p>Continue to liaise with SENCO and learning support to identify those in need.</p> <p>Keep pushing and offering events and opportunities. AM – Aspirations coordinator will continue to further enhance provision.</p> <p>Share tracking document with Assertive Mentors to access post 16 information.</p> <p>Student action plans uploaded to Unifrog where they can view it and promote use of Unifrog so that students realise they can access resources and their action plan there.</p> <p>Continuing to develop ways of maintaining on-going contact, and recruit for Alumni. E.g. consent to share email addresses on Results Day.</p> <p>Career stereotypes to be addressed via other channels including school website, displays or Class Charts Revised PD curriculum to allow additional time to deliver content in progress.</p>
<p>GB4</p> <p>Linking Careers to the Curriculum</p> <p>100% - Achieved</p>	<p>More curriculum related content recorded this year but there was no systematic audit of what each subject area is doing or has done, largely due to the nature staffing changes and additional pressures.</p> <p>Careers in the curriculum resources stored centrally for staff to access, and events / opportunities specific to subjects are emailed to faculty leaders when relevant. E.g. STEM week and National Careers week.</p>	<p>KJ to complete Subject audit needed to build a more accurate picture of what subjects are doing.</p> <p>Share more promotional resources and opportunities that students can benefit from.</p> <p>Drive a new ‘Wider Curriculum’ initiative where subject staff deliver careers related research / content (to collate and add to the careers calendar)</p>

<p>Cont.....</p>	<p>Enrichment programmes have been delivered to support careers in the curriculum. E.g. Renewable Energy with Eon and power station visits and Coffee Roasting Project with 200 Degrees.</p>	<p>Recruit careers champions and direct to CDI Framework to help enhance Career Management Skills.</p> <p>Launch Y7 letters to myself through the English Department and launch Unifrog through ICT to those who aren't yet signed up.</p>
<p>GB5</p> <p>Encounters with Employees / Employers</p> <p>100% - Achieved</p>	<p>Opportunities provided during NCW/NAW via Class charts and Assemblies.</p> <p>AM/Aspirations – 200 degrees' coffee workshop on and offsite engagement.</p> <p>Linked with CEC (Careers & Enterprise Company) and Enterprise Advisor – EON for Enrichment day and other business engagement via Mock Interviews.</p>	<p>Develop more opportunities as part of Careers Week but also more regularly, perhaps at lunchtimes in order to allow students access to more opportunities.</p> <p>Look at launching a Careers fair in NCW</p> <p>Involve the Armed Forces, RAF and Navy for assemblies, events and base/ camp day visits. E.g. Tour around the weapons collection armoury to discover weapons from the 1st bow and arrow up to present day</p> <p>To develop more of a working relationship with the CEC enterprise advisor by perhaps utilising a new link for careers delivery sessions.</p>
<p>GB6</p> <p>Experiences and Encounters of Workplaces</p> <p>100% - Achieved</p>	<p>Work experience for Y10 and Y12. Some students did access VWEX opportunities that week and other weeks also.</p> <p>Virtual tours shared via satchel one during NCW to all years.</p> <p>Offsite business visits, E.g. 200 degrees coffee and Eon power station</p>	<p>Continued promotion of VWEX and Vtours for those unable to access provision.</p> <p>Development of visits to workplaces (co-ordinating what curriculum areas have organised as well)</p>
<p>GB7</p> <p>Encounters with Further Education and Higher Education (FE / HE)</p> <p>100% - Achieved</p>	<p>HE – NTU 'Exploring University' opportunities for all year groups.</p> <p>AM/Aspirations delivered HE/FE sessions via DANCOP.</p> <p>EK arranged various HE contact sessions for Y12/13.</p> <p>Successful DANCOP funding received (£500) used to compliment HE transportation visit</p>	<p>Continue to provide access as per new Access Policy (Baker Clause) guidelines. Using assembly slots to allow students to hear from providers by continuing to introduce encounters of HE to all year groups.</p> <p>Utilise DANCOP more for other year groups. Build partnership with new DANCOP school contact – Tina Wakelin</p> <p>Submit new bid.</p>

<p>Cont....</p>	<p>National Apprenticeship Service awareness, workshops delivered by the ASK team to KS4/5 and shared via Class Charts for lower years.</p>	<p>Continue the use of ASK for apprenticeship talks for all year groups.</p> <p>Liaise with colleges about upcoming events and open evenings. Sign up for Nottingham College 'What Next' event including subject tasters.</p>
<p>GB8</p> <p>Personal Guidance</p> <p>100% - Achieved</p>	<p>1:1 interactions and appropriate referrals made to channel additional support. Priority groups (SEN / LAC / PP) were seen. KJ visited AP provision regarding AP students</p> <p>KJ is also present at KS4/5 parents evening AND Year 9 options evening.</p>	<p>Utilise Mentors/tutors/HOH more to help decide level of intervention needed, i.e. group Q&As sessions, offer shorter chats via drop in sessions and the referral process for full guidance interviews and external post 16 support from Futures.</p> <p>KJ to support staff in feeling more confident with CEIAG to allow them to offer accurate information. E.g. Entry levels.</p>

Completed by: Kary Jane (Trust Careers Lead) on 18/09/2023

Shared with SLT: Dave Dolman (SLT link) on 18/09/2023

Next Review: Summer 2024