

WHS CEIAG Strategic Action Plan 2022/23

Strategic Objective1

All students will have access to high quality and regular careers EDUCATION.

Link to Gatsby	Strategy Foci	What will success look like?	Lead	How will we get there (Actions)	How will we know we have arrived (Impact)	Cost, training & resources
1, 4,8	<p>Careers as part of the LEARN FT curriculum offer &</p> <p>Development of Careers Clinics for Ks3 learners</p>	<p>Careers LEARN sessions consistently delivered and students engaged in careers based studies.</p> <p>Careers Clinics well engaged</p>	<p>Careers lead</p> <p>JDS / CDN</p> <p>FTs</p> <p>BSU</p> <p>SEND</p> <p>VLD –</p> <p>Connexions advisor</p>	<p>Range of careers based LEARN sessions created specifically for students tailored to Key stage</p> <p>Activities shared with FT for consistent delivery</p> <p>Careers LEARN sessions pre planned into the LEARN calendar</p> <p>Promotion of Career Clinics to Ks3 for student access.</p>	<p>Positive student voice opinions on careers education (September and June).</p> <p>Careers knowledge audit shows a better understanding of careers education (September and June)</p> <p>MQTL of Careers LEARN sessions</p> <p>Monitor & Track Attendance at Careers Clinics</p>	<p>Admin time to collate and analyse data.</p> <p>Hub meetings – sharing practice and resources</p> <p>Time & Training for new Connexions Advisor</p>

1,2,4	<p>Careers being discussed / delivered as part of the curriculum in lessons.</p>	<p>Students are increasingly engaged in learning activities that have a careers 'slant' in curriculum lessons.</p> <p>Clearly Identified Careers Champions for Departments.</p> <p>Students are exposed to visually stimulating environments that encourage links between subjects and the World of Work.</p> <p>Consistent approach on how Subjects promote & deliver Careers Education</p>	<p>Careers lead / HCK</p> <p>LOL's departmental careers 'champions'</p> <p>Teaching Staff</p>	<p>LOL's supported to integrate careers foci into SOL / PoS</p> <p>Increasing links with employers / alumni / post 16 providers</p> <p>CEIAG departmental boards erected for each department and regularly reviewed and refreshed.</p> <p>Careers based Icons for GB4 / Skills designed and shared for</p> <p>Clearly planned Careers focussed learning through NCW from each department</p> <p>Departmental Audit of Careers Contributions through their curriculum areas.</p>	<p>Students are able to make concrete links between the content of their Learning / Careers Careers / Post 16 pathways / employability skills evident in Sol's / PoS.</p> <p>Students are able to articulate WHY they are studying a curriculum in terms of potential future careers linking transferable skills, knowledge and progression routes.</p> <p>Students are able to describe the subject related pathways and explain HOW subject content is beneficial.</p> <p>Departmental Curriculum Audit show consistency.</p> <p>Learning walks around departmental area to QA careers</p>	<p>Student Voice MSF Career Champions meeting</p> <p>Design of CEIAG logo for incorporation into lesson planning.</p> <p>Share good practice of CEIAG resource boards</p> <p>NCW focus design & share</p>
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Strategic Objective 2. All students will have access to high quality and regular careers INFORMATION.

Link to Gatsby	Strategy Foci	What will success look like?	Lead	How will we get there (Actions)	How will we know we have arrived (Impact)	Cost, training & resources
1,2,4,	The CEIAG section of the website is a useful resource to support students, parents and the wider community.	Website is current, relevant and provides high quality information about careers for all stakeholders. Students /parents/staff/ governors.	Careers Lead CDN / JDN Admin /HCK IT Support	Regular review and addition/deletion of materials dependent on relevance. Sharing & Encouragement of stakeholders to use the website and to monitor its relevance both to them and to the students and parents.	Increased use of the website to support independent research into the Post 16 Pathways / Virtual Work Experience opportunities / college open events / technical awards / apprenticeships Student & Parental Voice feeding back the quality of website content.	Time to review current content and amend accordingly. Opportunity to signpost the website content to stakeholders.

3.8.7	Deliver careers information to address individual need.	Programme delivery clearly highlights opportunities that allows quality Careers information to be accessed by all cohorts of students.	Careers Lead JDS / SPL's / JNL SLT – CDN SEND / BSU VLD – Connexions Advisor FT's	Introduction to GMACs for identified year cohorts / groups Careers Corner Established in LRC Student Aspirations Audit to indicate needs across year groups. Technical and apprenticeship Information & opportunities (Fairs / Events)	Positive student voice opinions on careers Information and personalised approach (December and June). Destinations data reflects positive impact on NEETs and vulnerable cohorts Student voice from all experiences / encounters / trips Better tracking of student encounters / experiences	Meeting time Career Leads CEIAG Hub time Training Time with Connexions advisor Networking links / external support
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	Develop a WHS Careers Newsletter	Termly Newsletter distributed through communication channels	Post 16 Liaison Staff / External providers CDN / JDS / VLD / HCK	HE Access & provision to be incorporated into CEIAG programme to aspirational cohort. Use of destinations data to support student aspiration @ departmental level and inform careers programme Bespoke Personalised 1:1 interviews for vulnerable cohorts Decide content / design and publish the newsletter	Parental feedback from online / newsletter resources	Financial support
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Strategic Objective 3. All students will have access to high quality and regular careers ADVICE and GUIDANCE.

Link to Gatsby	Strategy Foci	What will success look like?	Lead	How will we get there (Actions)	How will we know we have arrived (Impact)	Cost, training & resources
1,3,8	<p>Careers advisor IAG 1:1 student support and small group interventions</p> <p>Access to post 16 Providers for all post 16 pathways / choices</p>	<p>All year 11 students will have a 1:1 session prior to college applications deadline.</p> <p>All year 10 students will have access to the careers advisor in Summer term</p> <p>Year 9 students get exposure to IAG through Your Futures Event form post 16 providers</p> <p>All students are aware of all post 16 pathways by the end of their time at WHS.</p> <p>Students are exposed to advice and guidance through curriculum delivery at subject levels</p>	<p>VLD</p> <p>Careers Leads.</p> <p>Year 11 team.</p> <p>SEND / BSU Teams</p> <p>Teaching Staff</p>	<p>SLA agreement with Bolton Careers Service (Connexions) for minimum 2 day per week of careers advisor support.</p> <p>Cohesive approach, communication of support through Yr 11 Team</p> <p>Clear communication channels with VLD to facilitate bookings, address needs and support students.</p> <p>Ensure Careers Calendar events clearly communicated, managed and delivered.</p>	<p>Career Advisor in weekly on pre-confirmed days so that students are able to book time with them.</p> <p>All year 11s attend a 1:1 careers interview prior to making post-16 choices.</p> <p>Vulnerable cohorts in Yr 11 get a follow-up interview/meeting in spring term to support next steps.</p> <p>Identified 'at risk' year 11 students get a priority meeting and/or second careers interview.</p> <p>Students are able to access mock interviews prior to real college interviews (December – February).</p> <p>Year 10 students have access to 1:1 Guidance interview through booking</p> <p>1:1 meeting monitored and tracked by VLD.</p> <p>WHS NEET figures remain lower or in-line with borough and national figures.</p>	<p>Advertising and printing of materials to promote careers / post 16 etc....</p> <p>Time for year teams to support KS4 career priorities</p>

1,3,8	Year 9 GCSE Options Choice your Futures Interviews for ALL.	<p>All year 9 students will receive a personalised interview with a senior member of staff to discuss their options choices.</p> <p>Parents evening for year 9 will have a significant focus on the options choice process linked to progression</p>	<p>SLT</p> <p>Yr 9 FT's</p> <p>Post 16 Liaison Staff</p>	<p>Staff to discuss with parents about possible choices for GCSE.</p> <p>Students to be given taster sessions in subjects that are only offered at KS4 (ie) Business Studies.</p>	<p>Student voice to assess impact of post 16 support in making informed choices at Ks4</p> <p>Parental Voice to assess the impact of the ks4 pathways process</p>	<p>Admin support to help co-ordinate with post 16 providers.</p> <p>Printing of options booklets</p> <p>Training FT staff around structured conversation for Ks4 choices and post 16 progression.</p>
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Strategic Objective 4. All students will have access to high quality and regular careers EXPERIENCES with particular focus around Gatsby Benchmarks 5,6,7.

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5,6,7	Enrichment Careers Learning through Trips and Visits / drop down events	<p>The WHS careers learning journey for a student will have Opportunities interleaved from year 7-11</p> <p>Careers themed focus through the WHS Careers Journey</p> <p>All students to receive opportunities through a broad and balanced CEIAG offer.</p>	<p>Careers lead</p> <p>Link SLT</p> <p>All staff</p> <p>HPA / PP leads</p>	<p>Design & set up a database accessible by all which logs every student's trips visits & encounters which relate to careers & enterprise.</p> <p>Establishment of a matrix that runs across the 5 years of a student's time at WHS showing our offer.</p> <p>LOL's and SLT links encourage staff to think about the wider context of their curriculum package and plan in CEIAG experiences for all students.</p> <p>Development of</p>	<p>A tracker / database to log all trips, visits and encounters which support careers education will provide data for analysis (Compass +) ??</p> <p>Efficient system for tracking monitoring and evaluating the impact of Careers experiences</p> <p>Data analysis will show any key groups that are underrepresented in any areas of experience and plans can be made to 'close the gaps'.</p>	<p>Admin and staffing time.</p> <p>Maintenance of the tracker and sharing of information / offer / matrix with key stakeholders.</p>

5,6	Work Experience.	All students at WHS will have AT LEAST one week of meaningful work experience and employer encounter	Year 10 /11 team. Careers leads Teaching staff Support Staff JTS / HCK	A suitable external provider is chosen and vetted (if required in 2020). Work experience week (in year 11 – tbc) will be coordinated with the careers lead and year 11 teams liaising with the external provider. All work experience is tracked, logged and evaluated (both work experience week and any other meaningful work experience encounters).	All students will be able to draw upon the meaningful experiences they have had through discussion with staff. Student Voice Work Experience student evaluations Parental / Employer Feedback / Review	Staff time to call & review student visits Cost for the external provider service Admin support around WEX database, communication out, collation of placements. Curriculum time and support Networking links Coordination and Liaison with external support.
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5, 7	Careers encounters – open to all, including parents.	<p>The Annual Careers Fair gives every student the Chance of a face-to-face meeting with a large number of colleges, careers professionals, apprenticeships / technical providers and employers.</p> <p>Over 90% of school cohort attend the Careers Fair</p> <p>2022-23 – more HE providers and exposure.</p>	<p>Careers Lead</p> <p>Post 16 Liaison staff</p> <p>CSY</p> <p>Admin & Support Staff</p>	<p>An annual careers fair (tbc) will be organised and all students, parents and staff will be invited to participate.</p> <p>Planning co-ordination and logistics for the Event.</p> <p>Relationships with colleges and employers will be fostered and renewed with volunteers coming in to WHS to meet with students.</p>	<p>The Annual Careers Fair becomes a networking Hub and between the students, the parents, the community and employers and education providers.</p> <p>All Stakeholder Feedback & Response.</p> <p>Attendance figures show positive participation</p>	<p>Admin support for the planning, logistics</p> <p>Time to make contacts and foster relationships.</p> <p>Refreshments on the day.</p> <p>Advertising materials.</p>
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