



# THE DEANERY

Church of England High School and Sixth Form College

## **Careers Education strategy and action plan 2023 - 2024**

*This document should be read in conjunction with the Careers Programme for 2022, The Careers Policy, Access policy, and the destinations data document.*

Careers education, information, advice and guidance (CEIAG) provides a bridge via which students move not only to further education, vocational training or employment, but to the next stage of their development as members of society and as such is an essential part of the support we offer all of our students at The Deanery CE High School & 6th Form College. Effective careers support can help to prepare young people for the opportunities, responsibilities and experiences of life; it can help them to make decisions and manage transitions as learners and workers. As options for young people become more varied and complex, it is vital that we support them to develop the knowledge and key employability skills they need to make informed choices for their future. As a result, the careers programme has a whole-school remit designed to complement the rest of the school curriculum.

A principal aim of The Deanery's careers programme is to prepare our young people for life beyond school and college. Our programme aims to raise all students' aspirations, irrespective of age, background, ability or SEND, and to develop our students' employability skills. Through this programme of events and opportunities all pupils will:

- Develop an understanding of their skills, interests and personality and make links between these and future pathways
- Be provided with information about the range of opportunities open to them
- Have the opportunity to meet with external employers, further and higher education providers at least once per academic year
- Have the opportunity to take part in work related activities in and out of school
- Develop an understanding of the expectations of employers and learn how to apply for jobs and develop essential interview skills
- Learn how to make informed decisions about their future
- Be fully supported and guided through key transition periods
- Learn how to develop and improve their own employability skills
- Measuring the Impact of Careers Guidance

The Deanery High School and 6th form college on a triannual basis completes the Careers and Enterprise Company's (CEC) Compass Careers Benchmark Tool to track and evaluate our career's provision against the Gatsby Benchmarks.

<b>Gatsby Benchmark Compass Results</b>	The Deanery High School & 6 <sup>th</sup> Form College results August 2023 (% assessment criteria met)	Percentage of schools nationally meeting this benchmark (2022)
Benchmark 1- A stable careers programme	100%	43%
Benchmark 2 - Learning from career & labour market information	100%	66%

Benchmark 3 – Addressing the needs of each pupil	90%	38%
Benchmark 4 – Linking curriculum learning to careers	100%	60%
Benchmark 5 – Encounters with employers & employees	100%	56%
Benchmark 6 - Experiences of workplaces	75%	36%
Benchmark 7 – Encounters with further and higher education	100%	33%
Benchmark 8 – Personal Guidance	100%	65%

To assist with the management of our annual careers plan and measure impact we gather feedback from significant careers events from students, parents and external providers which we use to inform future planning.

Destination data is used to establish whether the school's careers provision is providing the right advice and guidance for all pupils, to ensure that the guidance and opportunities that they have are enabling them to make the next steps successfully.

### Year 11 Student Data from Aspiring Futures Activity Survey:

Year	Not Known	Employment with no Accredited Training	Voluntary & Part Time Activities	NEET	FE	Employment with Accredited Training/Apprenticeships	Training	Participation	
								The Deanery CofE High School	Wigan Borough
2018	2.5%	1.0%	0.0%	2.5%	89.6%	3.0%	1.5%	94.1%	95.4%
2019	1.7%	0.0%	0.0%	1.7%	93.1%	2.2%	1.3%	96.5%	95.7%
2020	0.0%	0.4%	0.4%	2.5%	93.4%	2.5%	0.8%	96.7%	95.7%
2021	0.0%	1.2%	0.0%	0.4%	91.2%	6.4%	0.8%	98.4%	95.7%
2022	0.4%	1.6%	0.0%	2.5%	90.5%	3.3%	1.6%	95.5%	95.9%

### 6th Form Destination Data – August 2023

Destinations	No of Students	Percentage
University	33	42
Apprenticeship	7	9
Employment	12	16
Gap Year	3	4
3rd Year at DSF	2	3
Continuing in Education	2	3
Seeking Employment / Apprenticeship	3	4
Others	2	3
Unknown	12	16
Total	76	100

**2023 - 2024 Rising Achievement Actions:**

<b>Objective</b>	<b>Strategies</b>	<b>Monitoring and evaluation</b>
Full programme of careers events making use of face to face and virtual opportunities	Ensure that careers programme is updated and in place for start of academic year	Termly and annual review of careers programme Activity / pupil tracking. Annual careers report
Developing the use of Unifrog across whole school	Development of resources that can be incorporated into the PSHE programme	Termly and annual review of careers programme Staff and pupil feedback
To develop PSHE lessons with the introduction of Careers Cafes	To develop ways that organisations and their representatives can deliver bespoke sessions to small groups of pupils	Annual review of engagement Annual careers report