



**Business,
Growth and
Skills Hub**

Hull & East
Yorkshire
CAREERS HUB

THE CAREERS &
ENTERPRISE
COMPANY

Headlands School Careers Termly Summary Sheet

March 2025

Journey so far

- Careers Leader sits within SLT and has strong buy in from the team, also has admin support.
- Careers Leader training completed.
- The school are keen to collaborate with the network often taking an active role in submitting ideas, leading focus groups, providing peer support and sharing best practice.
- Careers Programme developed; activity planned & embedded within the curriculum.
- Enterprise Advisor (Samantha Campbell - Novuna) – partnership is going well with support from the wider team at Novuna. Sam is keen to support strategically and operationally.

What do we know?

- Students are responding positively to the opportunities and evidence available to demonstrate impact.
- Positive destinations, no NEETS
- School tracks 3 year destination data, this has proved really beneficial in engaging former pupils with talks to students and acting as role models.
- All staff support and understand it's everyone's responsibility to support careers and it forms part of department reviews.
- Careers is a priority within SLT and has support from the Careers Link Governor there is a strong commitment to the Hub.
- It's a challenge to get students out of the classroom for careers activities which is impacted by the lack of cover staff to support.
- HOP funding is no longer available, finding funding for transport is a challenge.
- CL has his L6 careers adviser qualification, in addition another member of the wider careers team has her L6 careers adviser qualification and the school buys in additional support from GP Careers.
- The school is actively engaged with the Health & Care project and student voice.
- The school has held the Quality in Careers Standard until October 2024, the CL is looking into going for the quality mark again. CL is also going to have a look at the Careers Impact System.
- The school has a new careers link governor, who previously was a parent governor at Headlands, she is a former pupil and had a daughter at the school. The governor lives locally and works with financial services in the local area. She is very supportive and engaged.

The national picture

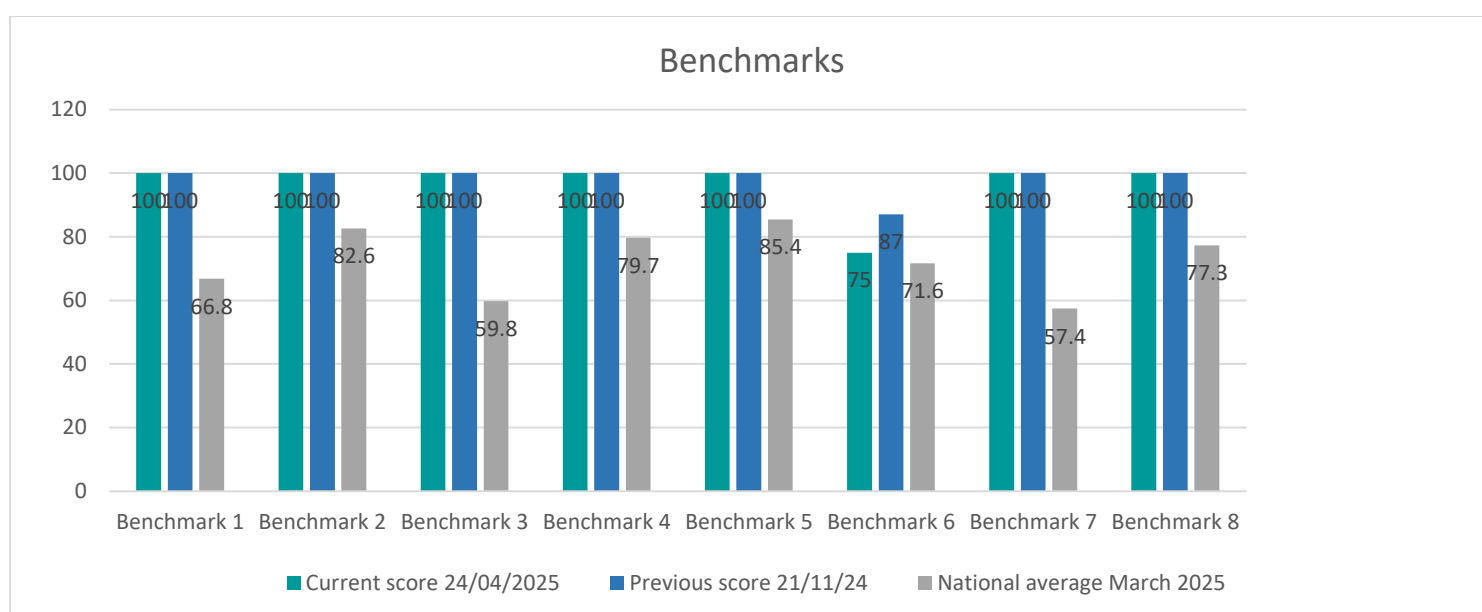
- Schools/Colleges are more successful where there is a whole school ethos around careers and progression – a whole school responsibility.
- The more meaningful interactions a young person has with employers during KS 3 & 4, the more likely they are to make positive choice Post 16
- The new OFSTED framework incorporates CEIAG throughout and schools/academies/colleges are reporting OFSTED are looking for evidence to support self-assessments.
- Schools/Colleges who deliver CEIAG successfully do so because it is embedded and sustainable activity.

The data

Compass is a self-assessment tool that schools should complete at least termly. The evaluation takes into consideration all students on role. OFSTED are now keen to talk about Compass evaluations and have been known to ask for evidence to support the self-assessment.

The average number of Benchmarks Nationally that Schools/Colleges are fully achieving is 5.8, in the HEY Careers Hub, it is 5.4. At present Headlands School is currently fully achieving 7 benchmarks.

In essence, the Benchmarks are never complete and always need reviewing as a change in a curriculum, staff member or activity delivery would alter the outcomes. There was an aspirational target for schools and colleges to meet all 8 Gatsby Benchmarks by 2020, it is recognised now that this might not be realistic. The Gatsby Foundation are clear it is not a tick box exercise, and all activity must be embedded and sustainable if it is to work.



What sits behind the data at Headlands School?

- **Benchmark 1** – Careers programme has the full backing/support from SLT & Governors, website is kept up to date for parents/carers and feedback is taken throughout the year.
- **Benchmark 2** – Evidence that students and parents are accessing LMI is available, regular communications are delivered via social media/newsletters and in addition parental engagement evenings throughout the academic year to help inform and guide parents/students.
- **Benchmark 3** – Individual student records must be maintained for all students relating to their destinations for 3 years after leaving, the school now contacts all students up to 3 years after leaving year 11. Careers activity is recorded and available for students to access.
- **Benchmark 4** – Evidence is available to demonstrate that careers and enterprise activity/information is fully embedded in lessons for all students.
- **Benchmark 5** – Evidence is available to demonstrate meaningful employer encounters for each year group
- **Benchmark 6** – Evidence is available to demonstrate students have good quality work experience in year 10 More needs to be done for students in year 12 and 13 a plan is in place to address this
- **Benchmark 7** – Evidence is available to demonstrate students have had a meaningful encounter with FE, HE and apprenticeship providers and apprenticeship including sixth form colleges.
- **Benchmark 8** – Interviews with a qualified careers adviser are made available to all learners through GP Careers Consultants. Two members of staff are also L6 qualified to support if needed.

Next steps...

- **Benchmark 1** – Continue to review the Careers programme by way of continuous improvement with support of SLT, Governing body, Careers Hub & Enterprise Adviser. New careers link governor to review website.
- **Benchmark 2** – Careers Leader to continue the good work with all staff to explain Labour Market Information and how it might be used in all areas for all students.
- **Benchmark 3** – Careers Leader maintains data for students for up to 3 years after they leave Headlands. Student records are kept up to date on Compass+ the CL has sent out future skills questionnaires (FSQ) to one class which was a success there are plans to send it out to other year groups when time and access to IT are available during this term.
- **Benchmark 4** – Careers Leader to continue to work with curriculum leads around careers and enterprise activity/information and consider regular CPD that highlights the relevance of curriculum areas. Careers Leader to work with Enterprise Adviser to deliver some real-life examples/resources of how curriculum learning is used in the workplace.
- **Benchmark 5** – Meaningful encounters with employers are being achieved at the school, through a wide range of activities that are regularly reviewed to measure value and impact to the learners.
- **Benchmark 6** – Students continue to take part in work experience, alternative options were delivered for harder to reach or disadvantaged students to ensure all pupils have an experience of a workplace in year 10 (this was done in partnership with the EA and company) last year consider this model for the year 10 students who haven't found placements. Work experience options for students in the sixth form are planned to take place over the academic year.
- **Benchmark 7** – meaningful encounters with FE, HE and apprenticeship providers and apprenticeship including sixth form colleges. This is recorded on Compass. Visits to HE for KS3 & KS4 is a challenge as it is for all schools.
- **Benchmark 8** – All students receive an impartial 1:1 guidance interview before the end of year 11. Interviews with a suitably trained careers adviser are made available to all students in years 12 & 13.

Engagement in wider careers activities to support your careers programme during this year.**Future Skills Questionnaire usage this academic year**

Future Skills Questionnaire is a tool to measure learners' career-readiness available for all secondary school's settings. FSQ covers key aspects of knowledge, skills and attitudes that are important for successful transitions. Simple data insight can support you to make targeted interventions, evaluate your careers programme and identify the impact of careers education in your setting.

- The FSQ questionnaires has been sent to one class which was a success, there is a plan to send questionnaires out to students in other year groups in the summer term.

Careers Hub meetings - provide a great opportunity for Careers Leaders to come together to hear about local and national updates and provide an ideal opportunity for sharing best practice and networking. We held our conference November David Stamper attended. David has struggled to attend the termly careers hub meeting due to commitments in school. The next meeting is the 26th of June.