



**Business,  
Growth and  
Skills Hub**

Hull & East  
Yorkshire  
CAREERS HUB

THE CAREERS &  
ENTERPRISE  
COMPANY

## **Headlands School Careers Termly Summary Sheet**

**November 2024**

### **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 is currently doing L6 careers adviser training, 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.
- The school has held the Quality in Careers Standard until October, 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 national picture**

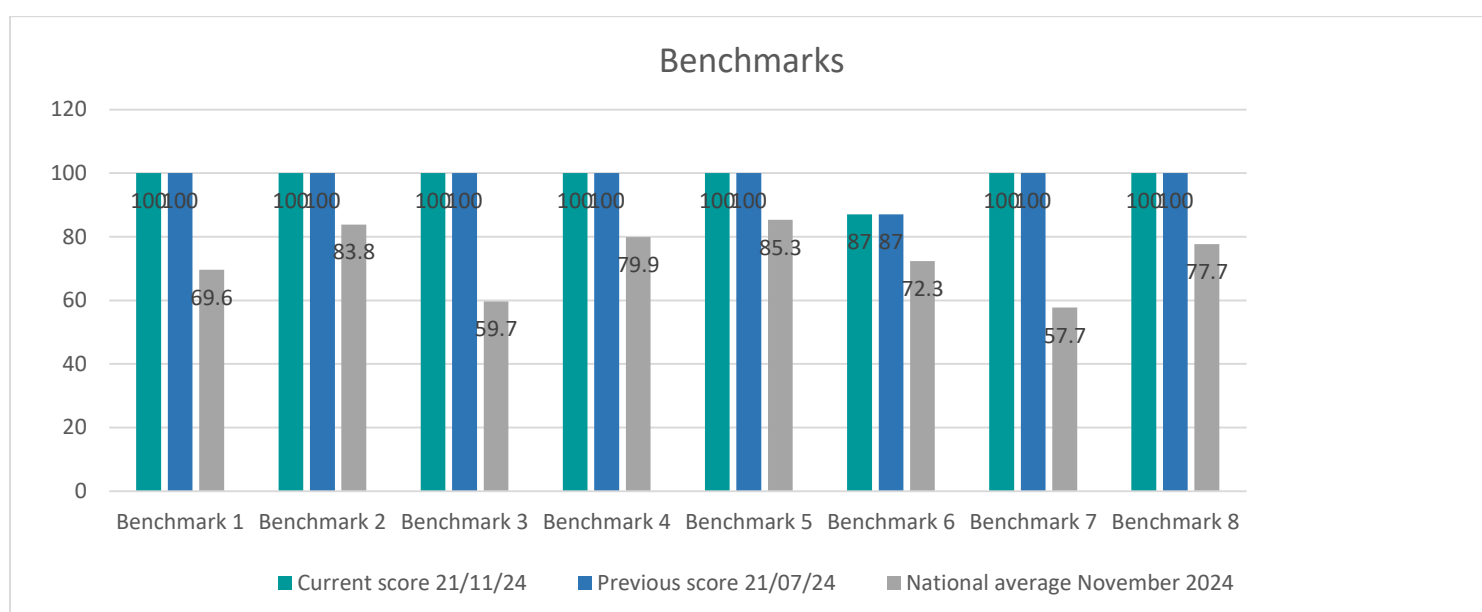
- Schools/Colleges are more successful where there is a whole school ethos around careers and progression – a whole school responsibility.
- The more meaningful interactions a young person has with employers during KS 3 & 4, the more likely they are to make positive choice Post 16
- The new OFSTED framework 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 LEP Careers Hub, it is 5.3. 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

### 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. Amend Provider Access Policy,
- **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+ send out future skills questionnaires to year 7 and 9 students in the next term to provide data to inform careers provision.
- **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). Work experience options for students in the sixth form are planned for later in the academic year.
- **Benchmark 7** – meaningful encounters with FE, HE and apprenticeship providers and apprenticeship including sixth form colleges. Although the school does a lot to meet the needs of the Provider Access Legislation the CL will need to plan in meaningful encounters with post 16 provider of Apprenticeship and Technical pathways with year 9, 11, & 13 between September and 28<sup>th</sup> of February, years 8,10 & 12 can be done anytime during the year. This is recorded on the Compass audit and will in time count towards BM7.
- **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.

- Your school hasn't created any questionnaires this academic year, there is a plan to send questionnaires out to students in year 7 and 9 next term prior to GCSE options.

**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.