



**Business,
Growth and
Skills Hub**

**Hull & East
Yorkshire**
CAREERS HUB

**THE CAREERS &
ENTERPRISE**
COMPANY

Headlands School Careers Termly Summary Sheet June 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.
- Careers link Governor working well with the Careers Leader very supportive.

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 giving the school a strong careers advice programme.
- The school is actively engaged with the Health & Care project and student voice.
- CL is planning to undertake the Internal leadership review during the first term of next year. This will be a collaborative effort involving the Headteacher, members of SLT and the wider careers support in school as well as the Careers link Governor and Enterprise Adviser. This will help to decide whether the school re applies for the Quality in Careers Standard that expired in October 2024.
- Uptake for work experience in year 10 has improved this year with only 19 students not able to secure a placement. The EA is delivering a work experience programme for those students following successful delivery of the programme last year. Novuna is a registered ILM centre, Sam Campbell (EA) is going to apply to City & Guilds to have the programme accredited so each student will receive a certificate for participating in the programme going forward (this may take a couple of months)
- The CL is starting planning for the new requirements on experiences of the workplace coming in from September.
- CL is looking to roll out the Future Skills Questionnaire from year 7, 9 & 10 the data will help with careers planning going forward.

- CL has agreed to take part in a pilot looking at possible change to Compass+ in light of the revised Gatsby benchmarks.

The national picture

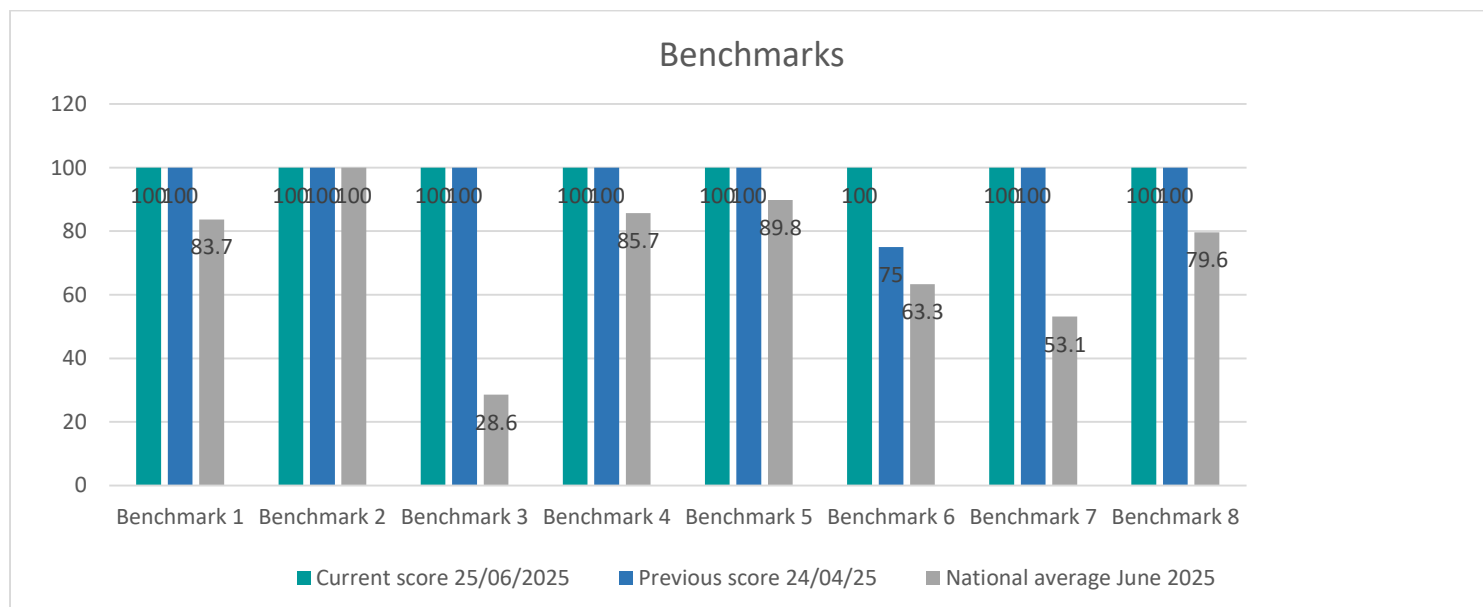
- Schools/Colleges are more successful where there is a whole school ethos around careers and progression – a whole school responsibility.
- The more meaningful interactions a young person has with employers during KS 3 & 4, the more likely they are to make positive choice Post 16
- The new OFSTED framework 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 5.9, in the HEY Careers Hub, it is 5.8. At present Headlands School is currently fully achieving 8 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 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. There are 19 year 10 students without placements arrangements are in place for Novuna lead by the EA to deliver the work experience programme this was successful last year. Novuna are looking into the programme getting accredited by City & Guilds students will receive a certificate once accreditation has been approved. Students in year 12 are going out on work experience, for those who couldn't find a suitable placement Quickline Communications are delivering a work experience programme involving staff members delivering face to face with students, these efforts have seen an improvement on this benchmark score
- **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.
- **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 year 11. 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 especially in light of it being necessary in all subject area. 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 this has gone really well this year with the number of students finding placements. There are 19 year 10 students without placements arrangements are in place for Novuna lead by the EA to deliver the work experience programme this was successful last year. Novuna are looking into the programme getting accredited by City & Guilds students will receive a certificate once accreditation has been approved. Year 12 students who haven't had an external work experience placement are taking part in the Quickline Communication work experience programme.
- **Benchmark 7** – meaningful encounters are happening with FE, HE (including visits) and apprenticeship providers and apprenticeship including sixth form colleges. This is recorded on Compass.
- **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 years 7,9 & 10.

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 David is planning on attending.

Sent to David 25.6.25 for checking