



CEIAG at Shevington High School

Vision

All students will achieve their true potential whilst being fully prepared for their transition into the ever changing world of work.

The intent of our Careers Curriculum at Shevington High School is to provide a stable careers programme where all students are provided with the opportunity to prepare for their transition into the evolutionary world of work. We intend to raise their aspirations, improve social mobility, develop 8 employability skills and enhance knowledge of labour market information whilst providing them with the access to all career pathways. Students will experience a range of encounters tailored to their individual needs and circumstances which will include encounter of workplaces, and employers, an insight into further and higher education establishments and opportunities for personal guidance.

Strategic Objectives

Objective 1 - Promote and increase careers education in the curriculum across all year groups.

Benchmarks: 2, 3, 4, 7

- Encourage all staff to work in their faculties to lead CEIAG initiatives in their subject areas.
- All faculties to incorporate careers and LMI into SOW by September 2022.

Objective 2 - Increase student and parental involvement and confidence in career planning.

Benchmarks: 2, 3, 6

- Post 16 and post 18 pathways through termly events and meetings e.g. information sessions and social media feeds
- Introduce online platform to allow students to build up a portfolio of achievements and successes to be used during and on leaving Shevington.

Objective 3 - Develop a programme of encounters to meet the individual needs of all students by creating a network of employers and educational providers to support learning.

Benchmarks: 3, 4, 5, 6

- Develop an ALUMNI of support.
- Continue to develop links with organisations and build on existing relationships

Current State

The Careers Lead is the Assistant Headteacher. Careers education is delivered in PSHEC lessons throughout all years 7-11 and also through the 'Skills for The Future' programme we deliver as a SAIL school via missions and weekly workshop. There have been a wide range of careers events delivered virtually during 2020-2021 through our work with GM Higher and as such, this has led to us securing a grant of £1500. Pre-COVID, we had a range of programmes involving alumni and employers and also a 'Careers priority Group' which consisted of a cross-section of staff. It is planned that this will be re-started in September 2021.



Destinations Data

								Participation	
Year	Not Known	Employment with no Accredited Training	Voluntary & Part Time Activities	NEET	FE	Employment with Accredited Training/Apprenticeships	Training	Shevington High School	Wigan Borough
2016	3.5%	0.0%	0.0%	0.9%	87.8%	2.6%	5.2%	95.7%	95.7%
2017	5.6%	0.0%	0.0%	0.0%	88.9%	4.6%	0.9%	94.4%	96.4%
2018	1.8%	0.0%	0.0%	0.0%	93.8%	3.5%	0.9%	98.2%	95.4%
2019	0.0%	0.0%	0.0%	0.0%	96.9%	3.1%	0.0%	100.0%	95.7%
2020	0.0%	0.0%	0.0%	0.8%	95.1%	4.1%	0.0%	99.2%	95.7%

Gatsby Benchmark on Compass +

Benchmark	%	Areas to be addressed
1 A stable careers programme	76%	Evaluate using systematic feedback from: <ul style="list-style-type: none"> Students Teachers Employers Parents/Carers
2 Learning from career and labour market information	80	Encourage parents and carers to use careers path and LMI to help inform study/career decisions Attendance at Parents' Evening Parents to use and understand LMI on website Develop displays around school
3 Addressing the needs of each pupil	81	Keep systematic records on each pupils' experiences of career and enterprise activity Enable pupils to access accurate record about their careers and enterprise experiences
4 Linking curriculum learning to careers	100	Introduce Skills Builder to Heads of Faculty and roll out to the whole school Careers and LMI to be included in all schemes of work
5 Encounters with employers and employees	75	Increase meaningful encounters with employers from year 7-11.
6 Experience of workplaces	0	No work experience in year 10. Alternatives to be explored.
7 Encounters with further and higher education	90	Further Higher Education encounters need to be arranged



8 Personal guidance	100	Continue with progress and work on tracking
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Strategic Action Plan

Key Priorities: To build a successful careers and destinations system to secure outstanding aspirations and career guidance for students To monitor and track destinations and careers to ensure high quality				
Objective	Action	Person	Timescale	Impact
Promote and increase careers education in the curriculum across all year groups. Benchmarks: 2, 3, 4, 7	<ul style="list-style-type: none"> Careers champion from each faculty to raise profile Careers across curriculum Presentations/assemblies Careers posters and information high profile in each faculty area Careers events led by subjects/faculties Introduce skills builder across school 	ZH working with HOF	Sept 2022	Gatsby Benchmark 4 will be met. Staff are talking about careers in lessons. Skill Builder logos used to introduce topics and career related learning across all faculties.
	<ul style="list-style-type: none"> CPD session on careers Career priority group involving one member from each faculty Link to performance management Planning time for faculties 	ZH working with HOF	Sept 2022	All faculties to incorporate careers and LMI into SOW by September 2022.
Increase student and parental involvement and confidence in career planning. Benchmarks: 2, 3, 6	<ul style="list-style-type: none"> Weekly social media feeds Careers newsletter monthly Career of the month Introduce online platform Xello to record student career planning Map out career education across school and display, promote on website 	ZH	Sept 2022	Students will have a portfolio of achievements and successes to be used during and on leaving Shevington. Students will know what their career journey is year by year.
Develop a programme of	<ul style="list-style-type: none"> Develop an ALUMNI of support. 	ZH/CW and HOY	Sept 2022	A tracking system will be underway with gaps identified



encounters to meet the individual needs of all students by creating a network of employers and educational providers to support learning. Benchmarks: 3, 4, 5, 6	<ul style="list-style-type: none">• Continue to develop links with organisations and build on existing relationships• Encourage faculties to link with alumni• Build a tracking system to monitor careers coverage for each student			Students individual needs will be identified and met
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Monitoring & Evaluation Plan

The careers programme at Shevington High is delivered through a variety of activities including; timetabled lessons in Key Stage 3, as part of the PSHE and workshop programme, within curriculum areas as well as bespoke opportunities, activities and events ran by external agencies, businesses and employers.

By having a structured programme of events, monitoring and evaluation allows us to ensure the quality of our provision and this inform our future decision making.

Monitoring activities include:

- Learning walks
- Lesson observation
- Questionnaires - students, staff, parents & carers, external agencies
 - Student voice
- Whole school careers tracking
 - Work scrutiny
 - Schemes of work

Evaluation activities are used to measure the impact of our careers programme and inform planning of future events.

Evaluation activities include:

- Analysis of whole college careers tracking
- Feedback from personal guidance interviews
 - Lesson observations
 - Work scrutiny
- Questionnaires - students, staff, parents & carers, external agencies
 - Student voice
 - Destination data



Each academic year the Careers Leader will write an Action Plan which will be reviewed annually and the provision on offer to students will be audited utilising the Compass tool.

Careers Map

YEAR 7

- Pupils complete a GOALS activity in their induction to Shevington as part of their SAIL workshop.
- Pupils receive a 'Careers in the Curriculum' presentation from all their subject teachers delivered in workshop
- As a SAIL school, 'Skills For the Future' is tracked in log book, coaching, workshop and through SAIL tasks

PSHEC
Wider World

- Developing skills and aspirations Careers, teamwork and enterprise skills, and raising aspirations
- Financial decision making Saving, borrowing, budgeting and making financial choices
- **Begin using Xello** *(This gives our pupils information they need to make important decisions about future careers, what subjects to take, courses, LMI and what they can do to reach their chosen career destination)*

YEAR 8

- Dragon's Den SAIL task
- As a SAIL school, 'Skills For the Future' is tracked in log book, coaching, workshop and through SAIL tasks

PSHEC
Wider World

- Equality of opportunity in careers and life choices, and different types and patterns of work
- **Continued use of Xello** *(This gives our pupils information they need to make important decisions about future careers, what subjects to take, courses, LMI and what they can do to reach their chosen career destination)*

YEAR 9

- Curriculum Enrichment Programme including; careers fair– *Pupils have the opportunity to experience workplaces and to have encounters with employers & employees,*
- GM Higher careers programme which includes GM NHS hub
- Careers Interviews – *independent careers advisor is available for pupils.*
- As a SAIL school, 'Skills For the Future' is tracked in log book, coaching, workshop and through SAIL tasks

PSHEC
Wider World

- Setting goals Learning strengths, career options and goal setting as part of the GCSE options process, career action planning, CV writing.
- **Continued use of Xello** *(This gives our pupils information they need to make important decisions about future careers, what subjects to take, courses, LMI and what they can do to reach their chosen career destination)*
- Employability skills: Employability and online presence

YEAR 10

- Runshaw, Wigan and Leigh, Winstanley, St John Sample Day – *Pupils have the opportunity to have an encounter with a further education provider. They choose subjects they are interested in studying at A-Level/BTEC and they have a day at a local college, experiencing taster sessions in those subject areas.*
- College Master classes (as above)
- Careers Interviews – *independent careers advisor is available for pupils.*
- GM Aspire programme for 'First in Family' postcode students
- Apprentice talks in assembly/PSHE
- College visits and seminars
- Year 10 Careers fair
- As a SAIL school, 'Skills For the Future' is tracked in log book, coaching, workshop and through SAIL tasks



PSHEC Wider World	<ul style="list-style-type: none"> Financial decision making; The impact of financial decisions, debt, gambling and the impact of advertising on financial choices Preparation for and evaluation of readiness for work Continued use of Xello <i>(This gives our pupils information they need to make important decisions about future careers, what subjects to take, courses, LMI and what they can do to reach their chosen career destination)</i>
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YEAR 11

<ul style="list-style-type: none"> 'Prep for Work' Day – <i>Pupils have the opportunity to have encounters with employers /employees. Pupils take part in interview skills and other workshops such as employability skills</i> Careers Interviews – <i>independent careers advisor is available for pupils.</i> Assemblies – <i>A number of local colleges come in to lead assemblies giving pupils opportunity to hear information from further education providers</i> NCS presentations Year 11 Careers Fair As a SAIL school, 'Skills For the Future' is tracked in log book, coaching, workshop and through SAIL tasks 	
PSHEC Wider World	<ul style="list-style-type: none"> College application process and your post-16 plan Application help Career identity Part time work and employability Continued use of Xello <i>(This gives our pupils information they need to make important decisions about future careers, what subjects to take, courses, LMI and what they can do to reach their chosen career destination)</i>

All Years

Other possible Careers experiences (whole school)	<ul style="list-style-type: none"> Display Boards in a variety of areas <i>(at least 1 per dept)</i> Whole School Career's Display Board – <i>maths corridor – updated with college open days etc</i> Career's Interviews – Can book these through their form tutor Linking subjects with Allumni
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