



Denefield School

Careers action plan 2020-23

Students at risk of being NEET - Immediate actions			
Issue	Actions	Desired outcomes	Target Date
1. Several students are at risk of being NEET at the end of Year 11	<ul style="list-style-type: none"> • Survey to be released to assess the destination plans of Year 11 students • Careers advisor to meet with students at risk of being NEET • PP students to be prioritised • Destinations day to include input from local colleges 	Minimise the number of students being NEET at the end of Year 11	End of 2020-2021
2. Several students are at risk of being NEET at the end of Year 13	<ul style="list-style-type: none"> • Survey to be released to assess destination plans of Year 13 • Work with all students at risk of being NEET to ensure they are clear on the pathways available to them. • Any students at risk of being NEET to meet with careers advisor • External advice to be given to students on employment/apprenticeships 	Minimise the number of students being NEET at the end of Year 13	End of 2020-2021
3. Not all UCAS applications completed	<ul style="list-style-type: none"> • Invite students into school at risk of not completing their applications • Monitor the UCAS website to see elements of outstanding applications missing • Phone all students who are yet to complete personal statements 	Ensure all UCAS applications are completed before the deadline	End January 2021



Short term actions			
Gatsby benchmark	Actions	Desired outcomes	Target Date
1. A stable careers programme	<ul style="list-style-type: none"> Develop a Career Related Learning policy to outline the school's aims and values. Committing our programme to paper across the key stages so it is a clear, sequential, cumulative plan from year to year that meets the aims laid out in the policy. Creating links with the Careers Link Trustee (Katie Ayres). Including a programme or review and evaluation to ensure stakeholder input and feedback and to allow continuous improvement. Careers Lead accreditation achieved by Transition and engagement leader. 	<ul style="list-style-type: none"> Stakeholder input into the development and improvement of the programme. Clear aims and vision that is understood by all stakeholders. Accredited Careers Lead on staff team. 	End of summer term 1
2. Learning from career and labour market information	<ul style="list-style-type: none"> Analyse the LMI data for Reading, Thames Valley, West Berks and Oxfordshire Highlight to students the opportunities that are typically available to them in the local area through assemblies 	<ul style="list-style-type: none"> Students have an understanding of the opportunities for employment in the local community 	Assembly to students in the summer term
3. Addressing the needs of each pupil	<ul style="list-style-type: none"> Students in Year 11 and 13 to meet with careers advisor, prioritising vulnerable students Analyse Unifrog engagement of Year 11, 12 and 13 students during the lockdown period Set up Years 7-10 on Unifrog and use success for life time to support their careers education Write to groups of students applying to the Sixth Form. Different correspondence for students who are close to entry requirements vs those further away (use PPE data to assess students) Highlight college opportunities to students and parents via SMHW Work with Year 13 students that have not applied to university on apprenticeship and employment opportunities Survey students in Year 11 and 13 as to their destinations. 	<ul style="list-style-type: none"> Students understand the post-16 and post-18 options available to them Staff to understand the best means to support students with their destinations Destinations data for Year 11 highlights less than 5% being NEET Year 11 students and parents engage in college open days Destinations data for Year 13 highlights less than 3% being NEET Destinations day is attended by 95% of Year 11 students 	<p>Careers advisor meetings ongoing Unifrog analysis on a weekly basis 7-10 on Unifrog by February half-term 21 7-10 engaging with Unifrog by Easter 21</p> <p>Collection of initial destinations data by Easter</p> <p>Destinations day to be held in March</p>



	<ul style="list-style-type: none"> • Destinations day 		First formal collections of destinations data in August
4. Linking curriculum learning to careers	<ul style="list-style-type: none"> • Use of a T&L briefing to highlight how careers can be embedded in the curriculum • Creation of a framework to highlight career opportunities in schemes of work 	<ul style="list-style-type: none"> • Careers are highlighted across the curriculum • Best practice is highlighted to departments 	(Initial work) Easter 21
5. Encounters with employers and employees	<ul style="list-style-type: none"> • Devise survey to send to local businesses/employers regarding supporting a virtual careers fair in the summer term • Share correspondence from local employers to parents and carers via SMHW announcements 	<ul style="list-style-type: none"> • Hold a virtual careers fair in the summer term • Students are aware of opportunities for open days, employment or apprenticeships in the local community 	Careers fair in summer term 21 SMHW updates ongoing
6. Experiences of workplaces	<ul style="list-style-type: none"> • Begin planning of a work experience “day” for Year 10 next academic year. • Begin planning of a work experience “week” for Year 12 next academic year 	<ul style="list-style-type: none"> • Initial steps are taken to ensure work experience can run in the academic year 2021-22 	End of academic year 2020-21
7. Encounters with further and higher education	<ul style="list-style-type: none"> • Highlight college opportunities to students and parents via SMHW • Year 12 students are given an entitlement of 3 online open days to view university courses • Destinations day 	<ul style="list-style-type: none"> • Year 11 students and parents engage in college open days • Year 12 access online university open days • Destinations day is attended by 95% of Year 11 students 	SMHW updates ongoing Online open days for academic year 2020-21 Destinations day to be held in March
8. Personal guidance	<ul style="list-style-type: none"> • Students in Year 11 and 13 given priority to personal guidance from the careers advisor (see benchmarks 1 and 3) • Analysis of our careers education in the success for life programme 	<ul style="list-style-type: none"> • Students in Years 11 and 13 receive personal guidance • There is greater understanding of the guidance for students in the success for life curriculum 	Summer 21



Medium term actions			
Gatsby benchmark	Actions	Desired outcomes	Target Date
1. A stable careers programme	<ul style="list-style-type: none"> • Big careers events are calendared, and promoted, early in the academic year • There is a clear plan for collecting destinations data, based on the ARK model from the DFE guidance • Careers are a focus in the curriculum and the classroom • Review and improve website information around careers programme to ensure students, staff and parents know where to seek information. 	<ul style="list-style-type: none"> • Students and parents are aware of the opportunities they will have early on in the year • Destinations data is collected throughout the year • User-friendly information on website to encourage more engagement with the programme. • Compliance with mandatory and recommended requirements for information sharing related to careers programme. 	Throughout academic year 2021-22
2. Learning from career and labour market information	<ul style="list-style-type: none"> • Analyse the LMI data for Reading, Thames Valley, West Berks and Oxfordshire • Highlight to students the opportunities that are typically available to them in the local area through assemblies 	<ul style="list-style-type: none"> • Students have an understanding of the opportunities for employment in the local community 	Assembly 1 to all students before Christmas Assembly 2 to all students by Easter
3. Addressing the needs of each pupil	<ul style="list-style-type: none"> • Sixth Form application procedure takes into account initial subject choices • Sixth Form open day runs in November • Opportunities in further education and employment are highlighted via SMHW • Destinations day runs in January • Russell group open to a larger number of students in 6th Form 	<ul style="list-style-type: none"> • Students are aware of the opportunities for them at Denefield Sixth Form • Students are aware of the opportunities for them in Further Education • There are no NEET students in year 11 or 13 	By January 2022 Sixth Form Open day Nov 2021 No NEET students in 2022
4. Linking curriculum learning to careers	<ul style="list-style-type: none"> • Embed the careers framework consistently across the curriculum • Opportunities are regularly highlighted in lessons • INSET training used to highlight the importance of embedding careers 	<ul style="list-style-type: none"> • Greater progression towards schemes of work highlighting career opportunities • Buy-in from staff 	By Christmas 2021



<p>5. Encounters with employers and employees</p>	<ul style="list-style-type: none"> • Contact local businesses regarding involvement in the mentoring programme and careers fair • Careers fair to run in Summer 22 • Sixth Form community service is relaunched 	<ul style="list-style-type: none"> • There is greater engagement with employers in the local community 	<p>Careers fair: Academic year 2021-22 Sixth form community service: Academic year 2021-22</p>
<p>6. Experiences of workplaces</p>	<ul style="list-style-type: none"> • Year 10 work experience opportunities set up • Year 12 work experience set up 	<ul style="list-style-type: none"> • Work experience is in place for Year 10 and Year 12 students 	<p>Year 10 work experience day for academic year 2021-22 Year 12 work experience week for academic year 2021-22</p>
<p>7. Encounters with further and higher education</p>	<ul style="list-style-type: none"> • Highlight college opportunities to students and parents via SMHW • Sixth Form students are given an entitlement of 3 open days to view universities per academic year • Destinations day 	<ul style="list-style-type: none"> • Year 11 students and parents engage in college open days • Sixth Form access university open days 	<p>SMHW updates ongoing Open day policy for academic year 2021-22</p>
<p>8. Personal guidance</p>	<ul style="list-style-type: none"> • Signpost the opportunities for student guidance on the school website • T&EL to begin lv6 careers advisor training • Each student in Year 11 and 13 has an appointment with the careers advisor ESH 	<ul style="list-style-type: none"> • Students and parents can access the support they require through the school website • Students access independent and impartial careers advice 	<p>Website updated during academic year 2021-22 T&EL to complete Lv6 course in 2022 Each student in Year 11 and 13 has an appointment with advisor during 2021-22</p>



Long term actions			
Gatsby benchmark	Actions	Desired outcomes	Target Date
1. A stable careers programme	<ul style="list-style-type: none"> • Big careers events are calendared, and promoted, early in the academic year • Destinations data is collected throughout the year based on the ARK model from the DFE guidance • Fully-embed careers in the curriculum • Students receive multiple opportunities to engage with local employers and employees • Looking to achieve an external benchmark of our careers programme such as the Quality in Careers Award. 	<ul style="list-style-type: none"> • Students and parents are aware of the opportunities they will have early on in the year • Destinations data is collected throughout the year • Students have many extra-curricular opportunities • External validation of programme and input into development and improvement. 	Throughout academic year 2022-23
2. Learning from career and labour market information	<ul style="list-style-type: none"> • Analyse the LMI data for Reading, Thames Valley, West Berks and Oxfordshire • Highlight to students the opportunities that are typically available to them in the local area through assemblies 	<ul style="list-style-type: none"> • Students have an understanding of the opportunities for employment in the local community 	Assembly 1 to all students before Christmas Assembly 2 to all students by Easter
3. Addressing the needs of each pupil	<ul style="list-style-type: none"> • Sixth Form application procedure takes into account initial subject choices • Sixth Form open day runs in November • Opportunities in further education and employment are highlighted via SMHW • Destinations day runs in January • Further support is given to students that work in Edison on destinations 	<ul style="list-style-type: none"> • Students are aware of the opportunities for them at Denefield Sixth Form • Students are aware of the opportunities for them in Further Education • There are no NEET students in year 11 or 13 • SEND students have clear next-steps 	By January 2023 Sixth Form Open day Nov 2022 Destinations day January 2023 No NEET students in 2023 No NEET SEND students



<p>4. Linking curriculum learning to careers</p>	<ul style="list-style-type: none"> • Embed the careers framework consistently across the curriculum • Opportunities are regularly highlighted in lessons 	<ul style="list-style-type: none"> • Schemes of work highlight career opportunities • Lesson observation data shows teachers regularly linking lessons to careers 	<p>Ongoing</p>
<p>5. Encounters with employers and employees</p>	<ul style="list-style-type: none"> • Develop mentoring programme of Sixth Form students by local businesspeople • Engage with outside speakers to provide at least one talk per term to students in KS3, KS4 and KS5 • Careers fair runs for all key stages • Employers engage with our work experience programme by providing placements 	<ul style="list-style-type: none"> • Students are exposed to a range of careers • Students understand the specific needs of the workforce in the local community • Students make contacts in the local community 	<p>Mentoring programme begins 2022-23</p>
<p>6. Experiences of workplaces</p>	<ul style="list-style-type: none"> • Year 10 work experience week set up • Year 12 work experience week continues to run 	<ul style="list-style-type: none"> • Work experience is in place for Year 10 and Year 12 students 	<p>Year 10 work experience week for academic year 2022-23</p>
<p>7. Encounters with further and higher education</p>	<ul style="list-style-type: none"> • Highlight college opportunities to students and parents via SMHW • Sixth Form students are given an entitlement of 3 open days to view universities per academic year • Destinations day 	<ul style="list-style-type: none"> • Year 11 students and parents engage in college open days • Sixth Form access university open days 	<p>SMHW updates ongoing</p> <p>Open day policy for academic year 2021-22</p>
<p>8. Personal guidance</p>	<ul style="list-style-type: none"> • T&EL to begins working as our careers advisor • Each student in Year 11 and 13 has an appointment T&EL 	<ul style="list-style-type: none"> • Students and parents can access the support they require through the school website • Students access independent and impartial careers advice 	<p>Website updated during academic year 2021-22</p> <p>T&EL to complete here Lv6 course in 2022</p> <p>Each student in Year 11 and 13 has an appointment with T&EL during 2021-22</p>