

Students at risk of being NEET - Immediate actions for 2020			
Issue	Actions	Desired outcomes	Target Date and actions
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.	Completed by July 2021 and implemented an ongoing plan to ensure this is done each year.
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.	Completed by July 2021 and implemented an ongoing plan to ensure this is done each year.
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.	Completed by July 2021 and implemented an ongoing plan to ensure this is done each year.

Short term actions to be completed as a priority in Year 1/2

Gatsby benchmark	Actions	Desired outcomes	Target Date and actions
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. 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. 	Completed and ongoing annual routine of review.
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. 	Completed. Students now have access to Unifrog which includes both local and global LMI.
3. Addressing the needs of each student.	<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). 	<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. 	All completed and annual or regular programme established where necessary.

	<ul style="list-style-type: none"> Highlight college opportunities to students and parents via Satchel One. 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. Destinations Day. 	<ul style="list-style-type: none"> Destinations data for Year 13 highlights less than 3% being NEET. Destinations day is attended by 95% of Year 11 students. 	
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. 	Commenced Easter 21 by ABN.
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 SACHEL ONE 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. 	<p>Careers Fair combined with Destinations Day 2022.</p> <p>Satchel One updates ongoing.</p> <p>Employers and local businesses visit school on regular basis.</p>
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. 	Planning in progress.
7. Encounters with further and higher education.	<ul style="list-style-type: none"> Highlight college opportunities to students and parents via Satchel One. Year 12 students are given an entitlement of three online open days to view university courses. 	<ul style="list-style-type: none"> Year 11 students and parents/carers engage in college open days. 	Completed.

	<ul style="list-style-type: none"> Destinations Day. 	<ul style="list-style-type: none"> Year 12 access online university open days. Destinations Day is attended by 95% of Year 11 students. 	
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. 	Completed.

Medium term actions for Year 2/3			
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/carers 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. 	<p>As far as possible this is done but many events are offered during the year so planning is sometimes done ad hoc.</p> <p>Completed and annual plan in place.</p> <p>Completed.</p> <p>Completed.</p>
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/sharing on Satchel One/noticeboards/careers advice sessions. 	<ul style="list-style-type: none"> Students have an understanding of the opportunities for employment in the local community. 	<p>All school now uses Unifrog which has both local and global LMI. Boards and social media highlight opportunities throughout year.</p>
3. Addressing the needs of each student.	<ul style="list-style-type: none"> Sixth Form application procedure takes into account initial subject choices. Sixth Form Open Evening runs in November. Opportunities in further education and employment are highlighted via Satchel One. Destinations Day runs in January. Russell group open to a larger number of students in Sixth 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. 	<p>Completed.</p> <p>Completed.</p> <p>No NEET students in 2022.</p>

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. 	March 2023 JJN did CPD session for Faculty Leaders on CIC.
5. Encounters with employers and employees.	<ul style="list-style-type: none"> • Contact local businesses regarding involvement in the Mentoring Programme and Careers Fair. • Careers Fair to run in Summer 2022. • 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 combined with Destinations Day 2022.</p> <p>Satchel One updates ongoing.</p> <p>Employers and local businesses visit school on regular basis.</p>
6. Experiences of workplaces.	<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 postponed to November 2023.</p> <p>Year 12 work experience week for academic year 2021-22 postponed to July 2024.</p>
7. Encounters with further and higher education.	<ul style="list-style-type: none"> • Highlight college opportunities to students and parents/carers via Satchel One. • Sixth Form students are given an entitlement of three open days to view universities per academic year. • Destinations Day. 	<ul style="list-style-type: none"> • Year 11 students and parents/carers engage in college open days. • Sixth Form access university open days. 	<p>Satchel One updates ongoing.</p> <p>Open day policy established.</p>

8. Personal guidance.	<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 completed and regularly reviewed.</p> <p>T&EL to complete Lv6 course in 2022.</p> <p>Each student in Year 11 and 13 has an appointment with advisor during 2021-22.</p>
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Long term actions for Year 3

Gatsby benchmark	Actions	Desired outcomes	To be completed by (date)
1. A stable careers programme.	<ul style="list-style-type: none"> • 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 have many extra-curricular opportunities. • External validation of programme and input into development and improvement. 	<p>The programme is as stable and embedded as it can be in a relatively short period and with the ever-changing face of education.</p> <p>Planning to look at external careers award by end 24/25.</p>
2. Learning from career and labour market information.	<ul style="list-style-type: none"> • Continue to raise the profile of LMI and its benefit to students through careers in the curriculum learning. 	<ul style="list-style-type: none"> • Students have an understanding of the opportunities for employment in the local community. 	Completed.

3. Addressing the needs of each student.	<ul style="list-style-type: none"> Further support is given to students that work in Edison on destinations. 	<ul style="list-style-type: none"> There are no NEET students in Year 11 or 13. SEND students have clear next-steps. 	Some destinations still in process. More support needed for EBSA students who are most at risk of being NEET.
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. 	<ul style="list-style-type: none"> Schemes of work highlight career opportunities. Lesson observation data shows teachers regularly linking lessons to careers. 	In progress. SMH to update.
5. Encounters with employers and employees.	<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. 	Programme of enrichment for Sixth Form, regular outside speakers for all years (age appropriate). Careers fair in the pipeline. WEX TBC.
6. Experiences of workplaces.	<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. 	Year 10 work shadowing day for November 2023, Year 12 work experience week for July 2024.
7. Encounters with further and higher education.	<ul style="list-style-type: none"> Highlight college opportunities to students and parents via Satchel One. Sixth Form students are given an entitlement of three open days to view universities per academic year. 	<ul style="list-style-type: none"> Year 11 students and parents/carers engage in college open days. Sixth Form access university open days. 	<p>Satchel One updates ongoing.</p> <p>Open Day policy established.</p>

8. Personal guidance	<ul style="list-style-type: none"> Careers Leader to begin working as our careers advisor. Each student in Year 11 and 13 has an appointment. 	<ul style="list-style-type: none"> Students and parents/carers can access the support they require through the school website. Students access independent and impartial careers advice. 	Careers Leader completed her Lv6 course in 2023 as is now a Registered Careers Development Professional.
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Plan of strategy and actions for next three years (2023-2026) to be created by April 2024.