



## St Gregory's Catholic High School CEIAG Strategic Action Plan

# St Gregory's CEIAG Strategic Action Plan

Vision.....	3
CEAIG Team.....	3
Strategic Objectives: .....	4
Action Plan .....	5
<b>Benchmark 1</b> .....	5
<b>Benchmark 2</b> .....	6
<b>Benchmark 3</b> .....	7
<b>Benchmark 4</b> .....	8
<b>Benchmark 5</b> .....	8
<b>Benchmark 6</b> .....	9
<b>Benchmark 7</b> .....	10
<b>Benchmark 8</b> .....	11
Destination Data .....	12

# St Gregory's CEIAG Strategic Action Plan

## Vision

CEIAG is a significant part of St Gregory's Catholic High School's provision. We aim to enable pupils to acquire the self-development and career management skills they need to achieve positive employment destinations. The CEIAG programme supports pupils by helping them to make informed decisions about their next steps, whether that be a transition to the next phase of education (GCSE options), decisions about post 16 education or training, or the choices of higher education, further education, apprenticeship or employment. The delivery of the careers programme is through PSHCE lessons; Collective Worship involving external visitors such as colleges, employers, alumni, and guest speakers; Careers Advisor meetings; extracurricular activities; Careers Fair and is a core strand of our St Gregory's High School Ambition For All Diploma. The CEIAG programme is tracked against the [Gatsby benchmarks](#) and meets the [Career Development Institutes](#) learning outcomes.

## CEIAG Team

Miss Crawley is the Careers Leader at St Gregory's Catholic High School. The role ensures the school is compliant with the 8 Gatsby benchmarks and that good careers guidance is available throughout the school. Mr Hill is the senior leader for CEIAG and provides a link between the Careers Leader and the Senior Leadership Team & Governors. The CEIAG link governor is John Rigby. Miss Lowe is our independent careers advisor who provides impartial and up-to-date information to our pupils in Y9 and Y11 to support their GCSE and post 16-option choices.

## St Gregory's CEIAG Strategic Action Plan

### Key Strategic Objectives:

#### Objective 1:

To strive for excellence with competitive and comparable numbers of pupils remaining in Education, Employment or Training after leaving St Gregory's with Warrington's average.

#### Objective 2:

Use pupil voice to inform planning of CEIAG activities.

#### Objective 3:

Promote and increase the uptake of Apprenticeships and other work-related study as T-Levels as a post-16 option.

#### Objective 4:

Engage with, and celebrate the local labour market to secure the best outcomes for pupils and contribute to a productive and successful economy.

#### Objective 5:

To create a culture through advice, education and opportunities to ensure we drive Ambition for All of our pupils and their families.

## Action plan to achieve objectives

Gatsby Principle	Action Point	Actions	Outcome/ Impact	Frequency/ Completion date
<p><b><u>Benchmark 1</u></b>  <b><u>A stable careers programme</u></b></p> <p>Every pupil, and their parents/carers, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.</p> <p>Links to key objectives: 1, 3 &amp; 5</p>	An Action Plan centred on the Gatsby Principles will be created and approved by the board of governors.	The Action Plan will be published on the school's website. All documents created for the CEIAG Programme will include a reference to the Gatsby Benchmarks.	Comply fully with <a href="#">DFE guidance</a> and the Gatsby recommendation. School governors understand and support CEIAG Programme.	Annually
	The school's website will be updated to include information specifically aimed at parents/carers, pupils, employers and teachers.	Targeted information and resources will be uploaded to the CEIAG section of the website.	The CEIAG section of the website will become an excellent resource, providing relevant and informative advice for parents/carers, pupils, employers and teachers.	Annually
	The CEIAG programme will be periodically evaluated.	The CEIAG programme will be evaluated once every term using Compass Plus.	CEIAG provision continually improves and evolves to help meet the needs of every student.	Triannual (first week of December, April & July).

## St Gregory's CEIAG Strategic Action Plan

<p><b><u>Benchmark 2</u></b>  <b><u>Learning from career &amp; labour market information</u></b></p> <p>Every pupil, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.</p> <p>Links to key objectives: 1, 3, 4 &amp; 5</p>	<p>Labour market information and careers resources will be shared with parents/carers, pupils and staff.</p>	<p>Year 7, 8 &amp; 9 will receive tutorials for Kudos during their ICT lessons. Year 10 &amp; 11 will have access to Kudos and will be offered after school tutorials.</p> <p>The CEIAG section for parents/carers on the school's website will contain informative guide about post 16 choices and career journeys.</p> <p>Current Apprenticeship/ Traineeship vacancies in Warrington will be shared with pupils and parents via ClassCharts every month.</p> <p>CEIAG twilight sessions will inform staff about post 16 choices and labour market information.</p>	<p>Pupils will be informed about potential career choices, enabling them to make better decisions about their GCSE and post 16 choices.</p> <p>Parents will be better informed about various careers and their related subjects, to assist pupils in making decisions.</p> <p>Pupils and parents will be better informed about local labour market opportunities.</p> <p>Staff will be able to advise pupils on their post 16 choices and be able to inform pupils about up-and-coming</p>	<p>Spring term for Year 7, 8, 9 &amp; 10. Autumn term for Year 11.</p> <p>Annually</p> <p>Ongoing (monthly).</p> <p>Annually (specific dates of sessions are subject to change).</p>
---	--	---	--	--

## St Gregory's CEIAG Strategic Action Plan

		<p>The PSHCE curriculum has a six-week CEIAG scheme of work delivered to each year group, providing career and labour market information.</p>	<p>labour market opportunities.</p> <p>The PSHCE lessons are designed to meet the six learning areas set by the Career Development institute (available on the <a href="#">CEIAG programme</a>)</p>	<p>Spring Term for Years 7, 8, 9 &amp; 10.</p> <p>Autumn Term for Year 11.</p>
<p><b><u>Benchmark 3</u></b> <b><u>Addressing the needs of each pupil</u></b></p> <p>Advice and support should be tailored to the needs of each pupil. Keeping good records of pupils and their destinations after school will help.</p> <p>Links to key objectives: 1 &amp; 2</p>	<p>Careers guidance interviews will be offered to every pupil during their time at St Gregory's.</p> <p>Feedback from pupils will be taken to ensure that student's needs are met.</p>	<p>Internal databases and Compass Plus will be used to record the interviews. Careers guidance interviews for SEND and vulnerable pupils will receive personalised support throughout the options process.</p> <p>Future Skills Questionnaires will be completed by pupils at the end of the year, they will be sent to pupils via ClassCharts.</p>	<p>All pupils will receive the independent guidance needed to make well-informed and realistic career choices.</p> <p>The Future Skills Questionnaire results will be used to inform the future CEIAG programmes (enhancement days, Collective Worship,</p>	<p>Autumn Term.</p> <p>Summer Term.</p>

## St Gregory's CEIAG Strategic Action Plan

	Destinations data will be used to evaluate careers interventions.	Additional contact details will be requested from Y11 pupils prior to the leaving, to help support accurate data of each pupil's destination 3 years after leaving school.	careers club speakers, etc.).  Destinations data will be shared with the local authority, publish on the school website and used to evaluate careers interventions.	Annually.
<p><b><u>Benchmark 4</u></b> <b><u>Linking curriculum learning to careers</u></b></p> <p>Careers and enterprise education will be part of and included in a pupil's core lessons, linking curriculum to real-world career paths.</p> <p>Links to key objectives: 1 &amp; 5</p>	Pupils will have meaningful CEIAG learning experiences in their core lessons and PSHCE sessions.	<p>Pupils will receive a careers task every half term in Maths, English and Science.</p> <p>The PSHCE curriculum has a six-week CEIAG scheme of work delivered to each year group.</p>	<p>Pupils will have a good understanding of how the subject/topic their studying links with real life careers. CEIAG will contribute to the quality of teaching and learning.</p> <p>The CEIAG PSHCE scheme of work will cover the six learning areas set out by the Career Development Institute.</p>	<p>Every half term.</p> <p>Spring Term for Years 7, 8, 9 &amp; 10. Autumn Term for Year 11.</p>
<b><u>Benchmark 5</u></b> <b><u>Encounters with employers &amp; employees</u></b>	Pupils should have multiple opportunities to learn from employers	Organise and host a careers fair to be held every year during the	Pupils will gain a valuable insight to a range of employers and will have	Spring Term.



## St Gregory's CEIAG Strategic Action Plan

<p>All pupils should have encounters with employers and employees that result in a better understanding of the workplace and the potential career paths open to them.</p> <p>Links to key objectives: 1, 2, 3 &amp; 4</p>	<p>about work, employment and the skills that are valued in the workplace.</p> <p>Employers will be invited from a range of organisations to ensure compliance with the Baker Clause.</p>	<p>spring term. Local and national employers will be invited to the fair to showcase career opportunities. Pupils in year 9, 10 &amp; 11 will attend the career fair to coincide and support GCSE options and post 16 choices.</p> <p>Using future skills questionnaires pupils will be able to have their say on the organisations invited to the club. All year groups will have the opportunity to attend the club.</p> <p>Mock interviews with employers will be held for pupils in Year 10.</p>	<p>a greater awareness of the career opportunities available to them in the local area.</p> <p>Pupils will be able to apply for a range of different roles and have a mock interview with employers from different sectors.</p>	<p>Autumn Term</p> <p>Summer Term.</p>
<p><b><u>Benchmark 6</u></b> <b><u>Experiences of workplaces</u></b></p>	<p>Every St Gregory's pupil will take part in a virtual work experience.</p>	<p>During Year 9 pupils will have the opportunity to take part in a virtual work experience with a</p>	<p>All students have at least one meaningful experience of a workplace.</p>	<p>Summer Term 2023.</p>

## St Gregory's CEIAG Strategic Action Plan

<p>It is important for pupils to experience the workplace environment to understand the context in which they could one day be working.</p> <p>Links to key objectives: 1, 2, 4 &amp; 5</p>		<p>mix of local and national companies.</p> <p>Pupils unable to take part in the virtual work place experience, will be offered a trip to a local employer/company.</p> <p>Virtual work experience opportunities on Springpod will be shared with pupils and parents via ClassCharts every month.</p>		
<p><b><u>Benchmark 7</u></b> <b><u>Encounters with further and higher education</u></b></p> <p>Careers provision should cover further and higher education as well as potential professions. Pupils should have encounters with these organisations whilst at school.</p>	<p>Pupils will be given a range of opportunities to hear from and visit to further and higher education facilities.</p> <p>Speakers will be invited from a range of both higher and further education facilities, as well as training providers</p>	<p>In Year 11 PSHCE sessions will be used to hold collective workshops with sixth form school/colleges and further education facilities.</p> <p>During Year 10 pupils will have the opportunity to visit a further and higher education facility.</p>	<p>Remain comparable with other schools in <a href="#">Warrington</a> and the <a href="#">national average</a> (6.5% in 2022) for the number of NEET pupils.</p> <p>Increase pupil's aspirations and awareness of post 16 choices.</p>	<p>Autumn Term.</p> <p>Summer Term.</p>

## St Gregory's CEIAG Strategic Action Plan

Links to key objectives: 1, 2, 3 & 5	and apprenticeship schemes to ensure compliance with the Baker Clause.	Regular trips to higher education facilities will be offered to groups of pupils, with an aim of at least 40% of the group being disadvantaged.	Increase the number of disadvantaged pupils progressing into higher education.	Biannually.
<p><b><u>Benchmark 8</u></b></p> <p><b><u>Personal guidance</u></b></p> <p>Every student should have opportunities for guidance interviews with a career adviser, who could be internal or external, provided they are trained to an appropriate level.</p> <p>Links to key objectives: 1, 3 &amp; 5</p>	Pupils will be given careers guidance interviews with a Level 6 career adviser, at appropriate transition points in Year 9 and Year 11.	Excel spreadsheets and Compass Plus will be used to record the interviews to ensure all pupils have at least one interview during their time at St Gregory's. Word documents will be used to record the details of each meeting.	All pupils receive the guidance they need to make well informed, realistic career choices.	Autumn Term.

## Destination Data

Destination	2018	2019	2020	2021	2022	2023
Full Time Education	92.4%	94%	95.9%	95.7%	92.7%	96.5%
Employment with Training (Including Apprenticeships)	5.5%	2.4%	2.1%	1.1%	2.6%	2.7%
Full Time Training	0.5%	1.2%	-	-	-	-
Employment without Training	-	1.2%	1%	0.5%	2.1%	0.4%
NEET	1.1%	1.2%	1%	2.2%	1.6%	0.4%
Working towards participation	-	-	-	0%	1%	0%
Unknown	0.5%	-	-	0.5%	-	-

## Compass Evaluations

Gatsby Benchmark	July 2022	September 2022	January 2023	July 2023	National Average
1	70	76	82	82	66
2	100	100	100	100	88
3	100	75	100	100	54
4	50	50	75	75	76
5	100	25	100	100	80
6	25	25	100	100	60
7	40	80	100	100	52
8	100	100	100	100	75

# St Gregory's CEIAG Strategic Action Plan

## **St Gregory's Catholic High School: Provider Access Policy**

### **Introduction**

This policy statement sets out the school's arrangements for managing the access of providers to pupils at the school for the purpose of giving them information about the provider's education or training offer. This complies with the school's legal obligations under Section 42B of the Education Act 1997.

### **Pupil entitlement**

All pupils in years 8 to 13 are entitled:

- to find out about technical education qualifications and apprenticeships opportunities, as part of a careers programme which provides information on the full range of education and training options available at each transition point;
- to hear from a range of local providers about the opportunities they offer, including technical education and apprenticeships – through options events, assemblies and group discussions and taster events;
- to understand how to make applications for the full range of academic and technical courses.

### **Management of provider access requests**

#### Procedure

A provider wishing to request access should contact Hannah Crawley, CEIAG Coordinator, [hcrawley@stgregoryshigh.com](mailto:hcrawley@stgregoryshigh.com)

#### Opportunities for access

A number of events, integrated into the school careers programme, will offer providers an opportunity to come into school to speak to pupils or their parents or carers:

**The provisions offered in bold give pupils meaningful opportunities, with feedback provided from pupils, ensuring St Gregory's is compliant with current legislation (two CEIAG opportunities provided at key stage 3 and at key stage 4).**

	Autumn Term	Spring Term	Summer Term
Year 7			Meetings with careers adviser

## St Gregory's CEIAG Strategic Action Plan

Year 8	<b>BBC Bitesize Career Event</b>  <b>Ask Apprenticeships</b>		<p>Meetings with careers adviser</p> <p>Careers talk about different pathways pupils are able to take when they leave in Y11</p>
Year 9	Work Experience	<b>Careers Fair with a variety of local/national employers, independent training providers, Further Education colleges and Higher Education facilities</b>  <p>Meetings with careers adviser</p> <p>KS4 options event</p>	
Year 10		<p>Careers Fair with a variety of local/national employers, independent training providers, Further Education colleges and Higher Education facilities</p> <p>Small group sessions: higher education options</p>	<p>Taster day at local Further Education college</p> <p><b>Mock interviews with local employers/training providers</b></p> <p>Meetings with careers adviser</p>
Year 11	<b>Opportunities for visits from local Further Education and sixth form colleges, training providers</b>  <p>Meetings with careers adviser</p>	<p>Careers Fair with a variety of local/national employers, independent training providers, Further Education colleges and Higher Education facilities</p>	<p>Confirmation of post 16 education destinations for all students</p>

## St Gregory's CEIAG Strategic Action Plan

	<p>Post 16 Applications</p> <p>Overview of post 16 options for students and parents to include: A levels, Applied General Qualifications (e.g., BTECs), technical/vocational qualifications, apprenticeships, traineeships and supported internships</p>	<p>Post 16 interviews</p> <p>Small group sessions: higher education options</p>	
--	--	---	--