



# NeneGate School

## Strategic Careers Plan

Version: 2023.10

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## 1. Purpose and Aims

At NeneGate School we are dedicated to the creation of a positive, inclusive, and nurturing environment, where students are prepared to move on to the next stage of their education or working life as successful, confident, resilient young people, who can make a positive difference to society. We celebrate success and enjoying learning alongside one another. We accept and value difference and work collaboratively to ensure all feel safe and thrive. Our curriculums are designed to promote the social, moral, spiritual, and cultural development of the pupils as well as their intellectual and physical development. We want our curriculum to engage pupils as active participants in their education.

Our careers, education, information and guidance programme is designed to meet the needs of every student at NeneGate School, equipping them with the knowledge, skills and attributes to achieve their full potential in learning and work. All students are encouraged to consider their future aspirations and we will enable them to make informed decisions about post 16 routes and relevant pathways.

## 2. Our current provision

### 2.1 Current Compass Score

Benchmark	December '21	March '23
1) A stable careers programme	0%	52%
2) Learning from career and labour market information	0%	60%
3) Addressing the needs of each pupil	36%	63%
4) Linking curriculum learning to careers	93%	100%
5) Encounters with employees and employers	0%	0%
6) Experiences of workplaces	0%	25%
7) Encounters with further and higher education	43%	100%

8) Personal Guidance	0%	100%
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## 2.2 Current Provision of CEIAG

KS2		
Learning Outcome	Delivery	Gatsby Benchmark
Have experiences with workplaces, and encounters with employers and employees	- Class visits to a workplace	5,6

KS3		
Learning Outcome	Delivery	Gatsby Benchmark
Have experiences with workplaces, and encounters with employers and employees	- Class visits to a workplace - Ex-students coffee afternoon – Careers speed dating	5,6
Understand the relevance of all subjects to future career paths	- Activities highlighting relevance of subjects during NCW. - Core Subjects use <a href="#">Mypath</a> when introducing new topics. - Enrichment activities (Sports Leaders, enterprise activities, STEM activities)	2, 3,4
Describe your strengths and weaknesses	- Buzz Quiz	2, 3
Have encounters with further and higher education	- College Tours (City College (John Mansfield Campus), Stamford College, Peterborough College)	2, 3, 7

KS4		
Learning Outcome	Delivery	Gatsby Benchmark

Understand the relevance of all subjects to future career paths	<ul style="list-style-type: none"> <li>- Activities highlighting relevance of subjects during NCW</li> <li>-Core Subjects use <a href="#">Mypath</a> when introducing new topics</li> <li>-Enrichment activities (Sports Leaders, enterprise activities, STEM activities)</li> </ul>	2, 3, 4
Have encounters with further and higher education	<ul style="list-style-type: none"> <li>- College Tours (City College (John Mansfield Campus), Stamford College, Peterborough College)</li> <li>Parent/Carer/Student Coffee afternoon with colleges</li> <li>- Assembly (Pathways and Course available at KS5)</li> <li>- Careers Fair</li> </ul>	2, 3, 7
Have experiences with workplaces, and encounters with employers and employees	<ul style="list-style-type: none"> <li>- Work Experience</li> <li>- Ex-students coffee afternoon</li> <li>- Careers Fair</li> </ul>	5, 6
Develop employability skills	<ul style="list-style-type: none"> <li>- CV writing session.</li> <li>- Interview skills</li> <li>- Mock Interviews</li> </ul>	5
Receive guidance session with a careers adviser	<ul style="list-style-type: none"> <li>- Personal Guidance Interview</li> </ul>	8

### 2.3 Analysis of Compass and current provision

- A new careers lead was appointed in September 2022.
- Progress has been made against 7/8 benchmarks. Progress in the first year was good, but needs to be built upon as the trust target is 100% across all benchmarks.
- Positive relationships developed with Form the Future, funding secured to provide careers guidance sessions for all students.
- Strong relationship with local FE providers. All students have the opportunity to access tours, taster sessions and talks by the colleges. This has increased students knowledge of the opportunities available to them and the colleges have increased awareness of the needs of our pupils. Some students receive multiple transition sessions in preparation for college, but this varies by destination. All leavers are offered places at the FE colleges, but not all students remain on the

course for a sustained period of time. It is hoped that these continued relationships and the increased awareness of our students needs will reduce the number of students becoming NEET.

- There remains a small number of pupils who do not engage in the encounters with FE and there is limited parental engagement. Work is required to identify and remove the barriers for these students, with individualised encounters.
- There is limited information about student destinations after their initial placements, tracking systems are not in place.
- Students receive limited encounters with employers/employees and workplace encounters. Work Experience has not been in place for a number of years.
- Students at NeneGate are provided with regular opportunities to learn outside of the classroom, but these currently have not linked to encounters with employers and employees. Students require more opportunities to visit workplaces at all stages of the curriculum.
- An emphasis has been placed on developing the curriculum for key stage 4 and providing them with the knowledge and skills to be successful at college. There has been limited provision for KS2 and KS3, along with limited provision of development of employability skills. A new link has been made with the ASK project to provide students with CV writing, interview skills, career starter/apprenticeship lesson, and an awareness presentation
- The school is supported by an enterprise coordinator from Growth Works. The careers lead participates in training and networking events provided.
- The school is part of the Meridian trust, who have a careers director. The school actively takes part in trust wide training and networking events. The trust includes 2 other special schools and provision is made to work collaboratively with them.
- The careers lead is working towards becoming a lvl 6 qualified Careers Leader.
- The careers programme is overseen by the careers lead, with support from SLT. There is currently limited input into the programme from other staff. Maths, Science and English link learning to careers using MyPath and will provide resources for National Careers Week.
- A network of NeneGate Alumni is being created to provide students with positive role models that they can relate to.

### 3 Our Strategic Objectives



Vision - All students are encouraged to consider their future aspirations and we will enable them to make informed decisions about post 16 routes and relevant pathways.	
Development of opportunities for students to have encounters with employers, employees and experience of the workplace.	Understand the relevance of all subjects to future career paths
5, 6	2, 3, 4

Strategic Objective 1 – Development of opportunities for students to have encounters with employers, employees and experience of the workplace.			
Benchmarks 5, 6			
Importance to School – NeneGate Students have limited positive role models and limited aspiration. Provision of work experience will and encounters with employers/employees will help to increase awareness of opportunities available to them, inspire them and enable them to realise what they can achieve. Students will gain a realistic expectation of the world of work and further education. There will be a reduction in the number of students who are NEET.			
Year	What we want to achieve	Action and timescale	Success Criteria
1	<p>All tutor groups have a visit to a workplace and meet an employer/employee. Year 10 pupils to attend 1 week work experience placement where appropriate</p> <p>Opportunities to meet NeneGate Alumni at coffee afternoons and guess the job events</p>	<p>Jle to liaise with tutors and support them to contact local businesses (Aut 2) Tutor teams to organise visits (Aut 2/Spr 1)</p> <p>Jle to launch work experience, including health and safety (Spr 1)</p> <p>Tutor teams to support students to find suitable placements (Spr 2)</p> <p>Jle to invite NeneGate alumni for speed dating style event – guess the job (Spr 1)</p>	<p>All tutor groups have provided students with the opportunity to visit a workplace and speak to an employer/employee about their job.</p> <p>All students have a placement identified for work experience and relevant checks have been completed.</p> <p>All students attend work experience placement.</p> <p>Students attend event with NeneGate Alumni</p>
2	Creation of a scheme of work to support work experience, preparing them	Ensure schemes of learning have work experience related	Students are prepared for work experience and

	<p>with the skills they need and reflecting on building on their experiences and what they have learnt</p> <p>Creation of resources and tracking to support tutor group visits to workplaces to raise their aspirations.</p>	<p>module to ensure work experience is successful and valuable for students. (Aut 2).</p> <p>Scheme of work delivered (Spr 2)</p>	<p>placements are successful.</p> <p>Students have evaluated their placement and are aware of their successes and the skills that they need to develop.</p> <p>Students in all classes successfully visit a workplace.</p> <p>Students can identify the skills they need to be successful in the workplace.</p> <p>Students can identify areas of work that interest them.</p>
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Strategic Objective 2 – Understand the relevance of all subjects to future career paths			
Benchmarks 2, 3, 4			
Importance to School – Some students are disengaged with curriculum learning or do not understand the reason for it. Linking careers to curriculum learning will make subjects more relatable and relevant to everyday and working life. Increased engagement from students.			
Year	What we want to achieve	Action and timescale	Success Criteria
1	Students are aware of how core subjects relate to the world of work and how they relate to future career paths.	<p>Core subjects use MyPath at the beginning of every topic to link learning to careers (Aut 1).</p> <p>Ensure schemes of work for core subjects include links to careers (Sum 2).</p>	<p>MyPath videos are embedded at the start of every new topic.</p> <p>Students understand the link between core subjects and future career paths.</p>

		Core subject leads to create resources for nurture groups to use during National Careers Week, linking subjects to careers (Spr 1)	
2	Students are aware of how all subjects relate to the world of work and how they relate to future career paths.	<p>Staff survey to ensure that subject leads have the relevant knowledge to link subjects to the world of work and identify any training needs (Aut 1)</p> <p>Ensure all schemes of work include links to careers (Sum 2).</p> <p>All subject leads share resources for use during National Careers Week, linking subjects to careers (Spr 1).</p>	Students understand the link between all subjects and future career paths.