

Strategic Careers Plan

Vision Statement: Our principles *Work Hard; Be Kind; Make a Difference* are instilled into our culture and reflected in our Careers provision. Broadwater students are encouraged to widen their knowledge and focus their ambition giving them the self-confidence to aspire higher and to make secure choices for their future.

The Careers Education Information Advice and Guidance (CEIAG) programme is progressive for students in years 7 to 11 and follows the eight Gatsby benchmarks as recommended by the government.

The eight Gatsby Benchmarks of Good Career Guidance are:

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

Date of last review: July 2024

Date of next review: July 2025

Current Provision

Compass - Current Compass Score:	<ol style="list-style-type: none"> 1. A stable careers programme – 100% 2. Learning from career and labour market information – 100% 3. Addressing the needs of each pupil – 72% 4. Linking curriculum learning to careers – 100 % 5. Encounters with employers and employees – 75% 6. Experiences of workplaces – 100% 7. Encounters with further and higher education – 80% 8. Personal guidance – 100%
Compass - Priority Benchmarks:	3, 5 and 7

SOAR Analysis

<p style="text-align: center;"><u>Strengths</u></p> <ul style="list-style-type: none"> • Waverley Federation to organise and support work experience placements • Staff (teachers, Tas) • Local Business connections • Careers and Enterprise Advisor • Buy-in from SLT and governors • Reliable and credible independent careers advisory service (Innervate) • Unifrog platform 	<p style="text-align: center;"><u>Opportunities</u></p> <ul style="list-style-type: none"> • Fully utilise the Compass Evaluation Tool and Future Skills questionnaires • Proactive use of social media • Widen provision of careers information to parents • Obtain feedback from staff, students, employers and parents
<p style="text-align: center;"><u>Aspirations</u></p> <ul style="list-style-type: none"> • To be the school of choice with the best results in Surrey • Outstanding Ofsted rating 	<p style="text-align: center;"><u>Results</u></p> <ul style="list-style-type: none"> • Increased Progress 8 score • National schools ranking • Destinations data
<p>Key priority/action areas from SOAR: Ensure 100% of all students access careers provision, increase parental engagement, create reliable method for destinations tracking, improve use of labour market information in curriculum lessons and score 100% on all areas of Compass report</p>	

Broadwater School: Key Strategic Objectives	
1	<i>Obtain feedback from staff, students, employers and parents</i>
2	<i>Improve use of labour market information in curriculum lessons</i>
3	<i>Create reliable method of destinations tracking</i>
4	<i>Ensure 100% of all students access careers provision</i>
3	<i>To implement an annual careers plan for all year groups and corresponding careers / events calendar including National Careers Week</i>
4	<i>Ensure all Gatsby Benchmarks are met – score 100% on Compass Plus report</i>

School Name: Broadwater School Career Leader Name: Nathan Smith-Rogers /Sonya Turpin	Date Strategic Careers Plan Created: July 2024	Date approved by SLT:	Date approved by Governors:	Proposed Review Date:
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Strategic Careers Plan - Academic Year: 2024-2025					
Objectives	Actions, including CPD	Responsible	Time	Outcomes	Progress
<i>Obtain feedback from staff, students, employers and parents</i>	Utilise existing feedback forms for the relevant groups	STU	September and April: FSQ After each careers event	Able to evidence stable careers programme	In progress
<i>Improve use of labour market information in curriculum lessons</i>	Use Unifrog lessons and ensure staff know where to access LMI	Head of PSHE	Dedicated lesson time	Students are aware of local and national labour market information	In progress
<i>Create reliable method of destinations tracking</i>	Use Unifrog on results day to invite students to log their personal email addresses as a way of staying in touch	SLT	Results Day 2024 and September 2024 beginning of term	Ability to maintain destinations data for 3 years post 16	In progress
<i>Ensure 100% of all students access careers provision</i>	Ensure non attenders have virtual careers advisor appointments	STU	Throughout the year	Lower percentage of NEET students	In progress

<i>To implement an annual careers plan for all year groups</i>	<i>Roll out of Unifrog as a part of Social Science lessons</i>	<i>Jo Blanchfield and Nathan Smith-Rogers</i>	<i>September 2024</i>	<i>Every child understand their careers education path from year 7 – year 11</i>	<i>In progress</i>
<i>As a part of the careers plan, create a corresponding careers events calendar</i>	<i>Convert the existing calendar into a careers specific calendar and advertise on our website and to parents/students</i>	<i>Sonya Turpin</i>	<i>September 2024</i>	<i>All staff, parents, students and employers have an overview of careers events happening on the school and a timeline.</i>	<i>In progress</i>
<i>Organise and roll out timetabled Careers Activities during National Careers Week</i>	<i>Plan activities with the Head of Curriculum and communicate to Staff</i>		<i>3-7th March 2025</i>	<i>Boosting awareness of careers to all staff, students and parents</i>	<i>In progress</i>
<i>Ensure all Gatsby Benchmarks are met</i>	<i>Regularly run Compass Plus report and action where needed</i>	<i>Sonya Turpin</i>	<i>Throughout the year</i>	<i>DfE Compliance</i>	<i>In progress</i>