GOVERNOR FOCUS VISIT

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| **Date and participants: Jane Swettenham (JS) & Ayda Kadem (AK) School Career’s lead** |
| **Focus of visit** |
| Careers provision |
| **Discussions and observations** |
| * The school’s Career Programme is delivered in a number of ways. Firstly, through the Curriculum delivered by the Social Sciences Department, through career events such as the Practice Interview day and through the provision of information, advice and guidance delivered through the Careers advisor and the sharing of information on opportunities such as apprenticeships. Curriculum provision is tight because of competing demands on time, one hour every two weeks for PSHE including careers. Year 7 for example would look at identity and strengths and weaknesses as part of their PSHE. Year 9 would look at stereotypes and decision making. Students are given clear guidance on what constitutes partial and impartial advice. For example, Colleges would be providing partial advice as they want to fill their courses whereas the careers advisor would offer impartial advice. The national careers website offers the opportunity to look at job profiles. Students can research the job they may be interested in and obtain information about qualifications, salary, career progression etc. Support is tailored to each year group. For example advice is given to year 9 students about options. For year 10 there is interview practice, external CV writing workshops and post 16 options guidance.
* Events are varied and tailored to the year group. For year 7 and 8 external providers are brought in to deliver soft skills workshops. This focuses on teamwork and organisation. The school should comply with the Gatsby benchmarks and alternative provider access requirements. The Gatsby benchmarks require all years to have encounters with employers. The school has a Provider Access Policy. There should be access to alternative training providers. The school offers 2 at KS3, 2 at KS 4 and 2 at KS5. For example, for KS4 this would involve the Apprenticeship Service in year 10 and Chelmsford College have delivered an assembly for Y11 to provide information on T levels. KS5 have access to the Apprenticeship service, but you cannot have universities as the other option. AK will possibly look at university technical colleges but there are very few of them. For KS3 funding is an issue as the Apprenticeship service does not have funding for KS3. Chelmsford College an option but struggling to find a second option. It does feel a bit forced.
* Looking ahead we need to develop our Alumni network. AK is considering setting up a SHS LinkedIn page for former students to join. The school needs to draw upon our alumni, for example to provide visiting speakers.
* The Gatsby benchmarks require students to have employer engagement. There is an employer engagement day for years 9 &10. The last one had 15 employers taking part. Each employer would do an activity with the students and talk about their career and entry points. As an example an engineer would do a design activity and a law firm would conduct a debate. The purpose is to give students a flavour of the workplace. Year 9 have one session and year 10 two sessions. Year 10 have a practice interview day. They are required to prepare a CV. Students are given verbal feedback and a written report. With work experience is was not felt desirable to have students out of school for two weeks due to Curriculum demands. There is no funding available for this. For year 9 and year 10 there is an expectation that they have work experience either with a parent or a named adult that is known to parents. Year 9 this should take place in the Easter holidays and for Year 10 the summer holidays. About 50% of year 9 and 50% of year 10 complete this. Inclusion is an issue as there is no funding. The school support students where they can.
* Workplace visits include Ford but numbers are limited. There are practical difficulties with external visits such as transport and staffing capacity.
* There is a career fair for years 8-13.
* Year 12 have work experience but they have to find a suitable opportunity themselves. The employer must have employers liability insurance. The school do provide some support through the contacts they have. Some students complete this in school for example in Sport or Drama. Inclusion is an issue.
* The school uses external providers including Bright Futures and Christian Workers Trust.
* The school has a Careers advisor Emma Diamond. We have a budget to provide for this. All year 11 students should have an interview with the advisor if they want. Some need two interviews and this is accommodated. Year 10 have access to small group sessions with the careers advisor. They can also have individual interviews if they wish. Priority given to SEND and PP. Year 12 and Year 13 can request interviews and the advisor does assemblies. She is also available at the careers fair and year 9 options evening.
* The school undertakes destination tracking. This is admin heavy and carried out by the careers advisor. Small number of NEETS. JS provided with destination data for 21-22 and 22-23 (provisional).
* In terms of information provided to students there are weekly tutor notices providing information on careers fairs which maybe industry specific or university/college open days. All this is advertised in weekly tutor notices and an email link sent to parents every Monday.
* In terms of Gatsby there are some areas that still need development. KS 4 work experience is one such area. There are also some challenges with employer encounters. Year 7 & Year 8 are fine. Year 11 & 13 more of a challenge as you cannot take them off timetable as they are exam years. But they do have the careers fair and industry talks during the school day. Need to do more work in embedding careers across the curriculum in all subjects. For example how can maths lead to certain career pathways. Considering introducing an audit so Team leaders can confirm where it is happening and to provide support where needed. This is not meant to be onerous but to see where links can be made.
* The Provider Access Policy is fine at KS4. For KS 3 this is a work in progress. Are developing a separate one for KS5.
* In terms of training for staff there is a whole staff inset in November by the leader of the careers hub.
* AK felt there was a need to increase capacity into the careers provision as AK is now part time and it would be helpful for perhaps another teacher to be involved.
* PP/SEND are seen as a priority. For careers events AK liaises with the SEND department to ensure support is in place so the students access events. An LSA for example could accompany a student where required. EHCPs have additional funded support from a separate careers advisor from the LA.
* Feedback is important and the school seek employer feedback after the careers fair and interview days together with feedback from students and parents. AK responds to that feedback. For example, the school included a vet’s practice in the careers fair following student request.
* I would like to thank AK who was generous with her time in setting out for me the detail of the school’s career programme.
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| **Questions for reflection** |
| * How can the school further develop its career programme to best support students and ensure compliance with all Gatsby benchmarks and provider access.
* How can employer engagement be further developed particularly with regard to inclusion.
* Consider whether the details of the careers programme should have a more prominent and easily accessible location on the website.
* Consider whether capacity could be increased to deliver further development of careers provision at SHS
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| **Actions and by whom** |
| AK – to establish a SHS LinkedIn page or some other means to effectively tap into the school’s alumni.AK – to consider producing an audit to help embed careers throughout all subjects.Governors – discuss what further data and information they may need in terms of destinations at KS4 and KS5 and careers provision in general.  |