**Shenfield High School CEIAG and WRL Report to Governors 2015-16**

**Destinations 2014-15**

The Activity Survey from Essex County Council regarding Year 11 leavers from the 2014-15 cohort was received in May. The data shows that our NEET (not in education, employment or training) remains low at 1.7% down very slightly from 1.8% for the previous academic year. This compares with an Essex wide average of 2%. The breakdown of destinations is as follows:

|  |  |  |  |
| --- | --- | --- | --- |
|  |  |  | 2015 |
| **Destination as at 01 Nov** | **Total** | **%** |
| School Sixth Form | 126 | 52.5% |
| Sixth Form College | 5 | 2.1% |
| Further Education | 91 | 37.9% |
| Other post 16 education | 3 | 1.3% |
| Apprenticeship | 8 | 3.3% |
| Employment combined with accredited training  | 1 | 0.4% |
| Employment with locally recognised training | 1 | 0.4% |
| NEET | Available to the labour market | 4 | 1.7% |
| Current situation not known  | 1 | 0.4% |
| Total | 240 |  |

As per previous years, the majority of students remain at Shenfield High School, while the second largest group go to Further Education colleges. There is a small but increasing number of students taking up apprenticeships which is expected to increase as they become more established locally and nationally. While the destination figures are pleasing, it is important we continue to aim to keep these as low as possible and ideally remaining below the Essex average. This will be done through our comprehensive CEIAG and WRL programme, one-to-one guidance interviews with our Impartial Careers Advisor and a thorough tracking programme throughout Year 11 to ensure students are making suitable and achievable applications.

Data collection for Post-18 leavers is less formal with only in-house data collection. Based on the information we have gathered from UCAS and from students/parents, the breakdown of destinations is as follows:

|  |  |
| --- | --- |
| Higher Education  | 57% |
| Employment | 19% |
| Apprenticeships  | 7% |
| Further Education | 7% |
| Gap Year | 7% |
| Unknown | 3% |

**Impartial IAG**

The decision was made last academic year to source a new provider of Impartial IAG. This was done for a number of reasons. Following the demise of the Connexions service it has been up to schools to source their own providers for Impartial IAG services and a number of different companies and sole providers now exist to meet this demand. Our advisor under Connexions, Linda Lodge, initially moved to the company HCS and we therefore maintained our relationship with her and commissioned her services through HCS. However, HCS went into administration in 2013 and we continued to use the services of Linda as a sole provider. This caused some concern however due to possible questions of impartiality particularly because as of 2014, we were Linda’s only client. Furthermore, there was a question of quality assurance and unregulated CPD. As a result, we decided to transfer to Directions IAG Ltd who are a well-established IAG provider in the local area with a good reputation. This has proved to be a positive change, and it is particularly reassuring that Directions have a thorough CPD programme and minimum requirements per year, as well as a thorough quality assurance programme, with a Director from the company observing the work of the advisors on a termly basis. For this academic year we have had two advisors from Directions, but a decision has been made to only proceed with one advisor for all of our IAG services next year, due to feedback from students and my own analysis of best fit with the school. Next academic year I would like to develop the work of our IAG services beyond that of just one-to-one guidance interviews with students. Although this will continue to be the main focus of their work, I would like to make full use of their expertise such as group work sessions, workshops and assemblies.

**Careers Fair – October 2015**

We had another very successful careers fair with 54 stands arranged in the Hall and South Hall from a variety of industries and higher/further education establishments. The event was well attended by students and parents from across Years 8-13. The evaluation comments from stand-holders was overwhelmingly positive commenting on the excellent organisation of the event and also on the positive and inquisitive attitude of our students. Feedback from parents was also very positive with only comments for improvement asking for more universities and perhaps two careers advisors to reduce waiting times. The request for more universities was echoed in student evaluations as well as a request for law and psychology to be represented. For the upcoming careers fair in 2016, we have already invited more universities and are hopeful we will have a greater range than last year. We have also requested that Directions provide an additional advisor for the evening to meet the anticipated high demand of students and parents. It was unfortunate that Law were not represented at the fair last year as we had a last minute cancellation, but we have invited a different firm to this year’s event. Psychology is more difficult to source, however we are making enquiries for this year.

**Getting Ahead Conference Year 10 – March 2016**

This was the first time we have run this event provided by Tower Hamlets Education and Business Partnership in partnership with ADM, a local milling firm. We were offered this event free of charge by THEBP who are starting to expand their work into Essex. It was an excellent all day event for Year 10 students focusing on work related skills. There was a wide variety of activities including CV writing, team-building and presenting. The only unfortunate matter was that this event could only be offered to half of the year group due to space and availability of their staff. The students were chosen on the basis that half of the year group had already taken part in a study skills day recently. We have provisionally arranged to repeat this event next academic year in March.

**Employer Engagement Day Year 10 – June 2016**

The Employer Engagement Day is an event for Year 10 students to give them more contact with employers and to increase their opportunities for Work Related Learning. Each student chooses industry areas they are interested in and then attend two sessions during the day based on their choices. Each session runs for one hour and is run by a representative from the industry who conducts a work related activity with students to give them a flavour of work in that area, as well as talking about careers and training opportunities in their field. Feedback from employers was very positive commenting on how well organised the event was. There were small suggestions from some industries such as group sizes which will be implemented for next year. Student comments were also positive on the whole. The main request from students was for particular industry areas which we were not able to source, in particular from business, sport and law (who cancelled the day before). We have had a lot of difficulty sourcing particularly from business and sport over the last few years, and in order to try and broaden our contact base for all events, a request will go out to parents in the newsletter for any parents/relatives particularly from these areas who would be willing to contribute to our events.

**Higher Education Fair Year 12 – June 2016**

A group of 83 students from year 12 went to the Higher Education fair run by UCAS at University of Essex, Colchester Campus. Feedback from staff and students who attended was that this was a useful and informative day. We will continue to run this trip as we have done for a number of years.

**Practice Interview Day Year 10 – July 2016**

The Practice Interview Day for Year 10 students involves students taking part in three careers focused activities on a carousel. Students took part in the Your Futures conference run by DJ Barron focusing on future careers and linking academic attainment with post-16 options. Students also took part in a work-related activity run by the external company Bright Futures. This event received excellent feedback from students and staff. The Practice Interview section of the day is the main focus and again was very successful. Feedback from interviewers about the organisation of the event and the preparedness of our students were overwhelmingly positive with comments such as: “I do a lot of practice interview days with different schools and Shenfield students are always the best prepared and make the most effort with their interviews which is a great reflection on their teachers”. The only comment for improvement from interviewers related to some students underplaying their achievements in their CVs. Last academic year we were able to run a CV writing workshop with students with Kaplan Holborn College which had a very good impact on the quality of CVs produced by students. This college closed in 2014 and, despite efforts, we were unable to source another provider to deliver such a workshop. However, I am hoping I will be able to utilise our Careers Advisor from Directions to deliver this workshop next year.

**Sixth Form Work Experience – July 2016**

The vast majority of students in Year 12 completed two weeks of work experience in July 2016. All placements were sourced by students themselves with some excellent placements such as Price Waterhouse Cooper, Allen and Overy, Natwest, Ernst and Young, NHS, the Metropolitan Police, Clifford Chance and Barclays. For next year it is important to continue to ensure that all students take part in a meaningful work experience placement.

**CEIAG in Citizenship Lessons**

As usual, students completed CEIAG and WRL units in Year 7, 9 and 10. It has been difficult to include as much CEIAG and WRL in Key Stage 4 as I would like due to the pressures of delivering a full GCSE course during limited timetabled hours. However, as of this academic year, the RE GCSE will no longer be compulsory and all students will be completing a core non-examined Social Sciences course at Key Stage 4 for two hours a fortnight. The Scheme of Work for Year 10 will therefore be extended to last the whole of the summer term which will tie in with the careers activities that students complete at this time in drop-down days. This will be an excellent opportunity to embed more careers and work related learning into the curriculum. Year 11s will still be following the GCSE course for one more year, but there will be a similar opportunity to increase careers learning in Year 11 from September 2017 onwards.

**Bespoke Careers Talks**

A relatively new initiative has been to organise bespoke voluntary careers talks for students in Years 10-13. This worked extremely well in the academic year 2014-15 with talks from a variety of different industries. This has been slightly limited this academic year due to Lisa Utton’s maternity leave however we did have a very successful and well attended talk from the Marines in November 2015. I would like to develop the scope of these talks this coming academic year, starting with Law due to the fact that they were not represented at the Employer Engagement Day due to a last minute cancellation.