



Careers Improvement Plan 2022-2023

Our Vision

To consistently support and engage every individual student to understand and develop their own future pathway, and to confidently raise and achieve their aspirations in an increasingly competitive and ever-changing world.



This document should be read in conjunction with our initial three-year Careers Strategy 2019-2022

STRATEGIC OBJECTIVE 1: To broaden the aspirations of all students regardless of background and ability level

Action to achieve objective	Who	When and Milestones	Evaluation/Notes	Success criteria	RAG		
					Autumn	Spring	Summer
To establish base line information for each student by completing the Future Skills Questionnaire on Compass+	Careers Leader PD Coordinator	Completion of FSQ by end of September 2022 Analysis of FSQ data by end of October 2022 Action planning prepared by end of November 2022	FSQ delayed in launching due to technical issues. End of Autumn / beginning of Spring in progress. FSQ rolled out to Year 7, 9, 11 and 13 students. Data has been analysed.	- Students in Years 7, 9, 11 and 13 have completed the FSQ - Results from FSQ have shown improvement in understanding			
To provide opportunities for students and parents to understand all possible post-16 pathways	Careers Leader Careers Advisor PD Coordinator School designer	Year 11 Progression Evening – September 2022 Careers & Aspirations module in PD – Autumn 2022 Website updated with relevant information – October 2022 Careers Fair – 24 November 2022 Careers Explorer – December 2022 Information letter sent to parents in January 2023	Progress Evening, Careers & Aspirations module, website updated, careers fair, careers explorer all complete, letter sent home to parents. Weekly bulletin.	- 100% students engaged in education, training, or employment in September 2023 - Continue to achieve Benchmark 7			
To provide opportunities for students and parents to understand all possible post-18 pathways	Careers Leader Sixth Form Progression Lead Careers Advisor School Designer	Careers & Aspirations module in PD – Autumn 2022 Information letter sent to parents in January 2023	Careers & Aspirations module. Presentations given to all Y12 about different pathways.	- 100% of students engaged in education, training, or employment in September 2023 - Continue to achieve Benchmark 7			

<p>To establish a careers database which can be accessed by students, parents, and staff which records careers encounters and intended destinations</p>	<p>Careers Leader</p>	<p>Investigate Unifrog and possible funding opportunities – September 2022</p>	<p>Investigated – no funding streams available at present so continuing to use Compass+ Unifrog subscription purchased and to be launched in September 2023</p>	<p>- Continue to achieve Benchmark 3 - All parents, students and staff have access to the new system - Careers events are recorded systematically using the new database</p>			
<p>To ensure that all students are aware of the location of the Careers Hub and the availability of the school's Careers Advisor</p>	<p>Careers Leader Careers Advisor</p>	<p>Information for students given by end of September 2022 Letter to parents – October 2022</p>	<p>Information sent to parents and included in Careers section of Form Activities.</p>	<p>- Continue to achieve Benchmark 3 - All students are aware of the location of the Careers Hub and role of the Careers Advisor.</p>			
<p>To develop a partnership with Sunderland University to broaden horizons of all students through a range of strategies</p>	<p>Careers Leader Sixth Form Director Raising Aspirations Coordinator</p>	<p>Formal partnership is established by September 2022 Careers Fair to be held at the university – 24 November 2022 Sixth Form Day at the University – 29 September 2022 Outreach office established – by November 2022 Subject Careers Weeks to be sponsored by university – by July 2023 All year 8s to have visited the university – by July 2023</p>	<p>Ongoing. Sixth Form day & Careers Fair complete. Outreach office established. Subject Weeks resources provided. Year 9 Decisions, Decisions. Year 9s booked to visit university in June 23. Proposal submitted – meeting in Jan 23. Further</p>	<p>- Continue to achieve Benchmark 7 - Increase numbers of students attending Sunderland University for degree level studies - All students understand Higher Education</p>			

			proposal in discussion.				
To achieve the reaccreditation of the Quality in Careers Standard	Careers Leader Careers Advisor	Evidence to be collected during the year Re-accreditation to be submitted by end of June 2023 Re-accreditation assessment visit to take place in July 2023	In progress.	- Continue to achieve all 8 of the Benchmarks - Achieve the reaccreditation of the Award including all Gatsby Benchmarks			

STRATEGIC OBJECTIVE 2: To increase the number and variety of opportunities for students to have meaningful encounters with further education, higher education, training, and employment providers

Action to achieve objective	Who	When and Milestones	Evaluation/Notes	Success criteria	RAG		
					Autumn	Spring	Summer
To deliver the annual Careers Fair which will take place off-site at the University of Sunderland involving local education/training providers and a range of employers.	Careers Leader Careers Advisor Progression Manager Raising Aspirations Coordinator School Designer	Initial invites – by August 2022 Logistics visit – September 2022 More detailed plans to visitors by October 2022 Fair – 24 November 2022 Evaluation – by end of November 2022	Completed 24 November 2022 – all Years 9 to 13 visited with form tutors. 70 providers present. Alumni presented at start.	- Continue to achieve Benchmark 5 - Continue to achieve Benchmark 7 - At least 50 education, training providers and employers attend Careers Fair - All students in Years 9 to 13 to visit the fair and engage with visitors			
To deliver a bespoke Careers Explorer event for Year 11 and the annual full event for Year 10 students	Careers Leader Careers Advisor Progression Manager Sixth Form team School designer	Year 11: Initial plans to be in place by mid-November 2022 and student survey completed by end of November 2022. Actual day to take place on 2 December 2022 Year 10: initial plans to be in place by mid-June 2023 with	Y11 Careers Explorer took place 2 December with 8 different providers attending. Year 10 Careers	- 100% students engaged in education, training, or employment in September 2023 - Continue to achieve Benchmark 7			

		actual day taking place on 10 July 2023.	Explorer to take place in July.				
To ensure that all Year 12 and 13 students are aware of opportunities other than university for post-18 study	Careers Leader Careers Advisor Sixth Form team	PD programme to include all elements of post-18 options are covered by July 2023 Apprenticeship Service to present to all Year 12 students by July 2023	Presentations given in January 2023 to Y12.	- 100% students engaged in education, training, or employment in September 2023 - Continue to achieve Benchmark 7			
To ensure that all students have at least six encounters with a provider of approved technical education qualifications or apprenticeships (2 in Year 8/9, 2 in Year 10/11, 2 in Year 12/13)	Careers Leader Careers Advisor	Planning – completed by end of September 2022 All Year 9, 11 and 13 students to have at least one encounter by end of February 2023 All Year 8, 10 and 12 students to have at least one encounter by July 2023	In progress. Year 11 and 13 complete. Year 9 during apprenticeship week. Year 10 in July 23. Year 12 in progress.	- 100% of students in Years 8 to 13 have had at least one meaningful encounter with a technical/apprenticeship provider by the end of the year - Continue to achieve Benchmarks 3 and 7			
To develop and implement a STEM Improvement Plan to ensure that students are aware of all possible STEM careers pathways	Careers Leader STEM Coordinator	Improvement plan to be in place by September 2022	STEM Improvement Plan established. Events taking place throughout the year.	- Continue to achieve Benchmarks 3 and 4			
To develop an active Alumni network to support with careers activities in school	Careers Leader Sixth Form Pastoral Leaders	Reach out to existing Alumni for support to develop the Alumni programme – end of September 2022 To invite Alumni to school for an event in December 2022 to develop further connections Alumni to have engaged with all Careers events by July 2023 Recruit Year 13 students to the Alumni network by May 2023	Alumni supported Careers Fair. Official LinkedIn page for the school has been set up and Alumni invited to join. LinkedIn has a function to show Alumni.	- Continue to achieve Benchmarks 5 and 6 - 100% of Year 13 students have signed up to the Alumni network - Alumni to have supported at least 3 school events			

To ensure that all students in Years 10 and 12 have completed a meaningful work experience placement (off-site)	Careers Leader Careers Advisor Progression Manager Sixth Form Pastoral Leaders PD Coordinator	Y10: lessons planned for PD curriculum by October 2022; assembly to launch official process in November 2022; parental consent forms by December 2022; placements ready by May 2023; placements start 12 June 2023. Y12: lessons planned for PD curriculum by December 2022; assembly to launch official process in January 2023; parental consent forms by February 2023; placements ready by June 2023; placements start 10 July 2023.	Work Experience launched in Nov 22 for Year 10 and Jan 23 for Year 12. PD lessons for Year 10 delivered.	- 100% of all students in Years 10 and 12 have completed a meaningful work experience placement by July 2023 - Continue to achieve Benchmark 6			
To launch a weekly careers café where employers have an informal weekly lunchtime drop-in session open to students in all year groups	Careers Leader Careers Advisor Progression Manager Sixth Form Pastoral Leaders	Establish a weekly programme by September 2022. Create publicity materials to launch in October 2022. Weekly drop-ins start from November 2022.	Weekly Careers Café launched – 12 employers by Jan 23; another 10 to visit by May 23.	- Continue to achieve Benchmark 5			

STRATEGIC OBJECTIVE 3: To provide opportunities for all students to understand the link between what they learn in school (curriculum) and the wider world of work/future pathways

Action to achieve objective	Who	When and Milestones	Evaluation/Notes	Success criteria	RAG		
					Autumn	Spring	Summer
To link curriculum areas with employers who can support the delivery of the subject including establishing collaborative projects	Careers Leader Subject Leaders Enterprise Advisor	Discussion and planning with Enterprise Advisor in September 2022 Launch with Curriculum Leaders by October 2022	Subjects started to work with employers to support delivering	- Continue to achieve Benchmarks 4 and 5 - 75% of subject areas to be linked with an employer and have			

		Collaborative links and projects to start by November 2022 for the remainder of the year	curriculum – focus on DT, Engineering.	completed collaborative projects by the end of the year			
To further embed the Skills Builder Framework across all aspects of school life as part of the school culture	Careers Leader Subject Leaders All colleagues Director of Staff Development Senior Assistant Headteacher	Start of digital membership to Skills Builder in September 2022 Further CPD with all teaching staff by December 2022 Lesson observations to specifically have skills referred to and discussed as part of the lesson content and delivery – by July 2023	Ongoing.	- 100% of lessons to have Skills Builder as the 'Go Further' objective - 100% of observed lessons to have Skills Builder referred to and discussed as part of the lesson content and delivery			
To ensure that all students, parents, and staff have access to and understand the most up to date LMI	Careers Leader PD Coordinator Careers Advisor	Website to be updated with the latest LMI information from NELEP by start of September 2022 Letter to parents with information about the importance of LMI by October 2022 Presentation to all staff, by LA, of the latest developments taking place in Sunderland by November 2022 Annual staff refresher from NELEP to take place in March 2023 PD curriculum materials to be updated by October 2022	LMI webpage updated with latest data. Sunderland SmartCity presentation taking place 25 Jan at SHV.	- Continue to achieve Benchmark 2			
To establish a team of student Careers Champions (including STEM Ambassadors) to represent school at careers events and to promote careers within school	Careers Leader STEM Coordinator Sixth Form Pastoral Leaders	Recruitment plan to be created by end of September 2022 Recruitment of Careers Champions completed by end of October 2022 Students to start engaging in careers activities by start of November 2022.	Joined the Careers Champion pilot initiative with NELEP. Launch in school w/c 17 April.	- At least 2 students from each year group to become Careers Champions			

			Small team established by June 2023. To increase the team starting in September 2023.			
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