

DEVELOPMENT PLAN

Up-dated 02/02/22 by Diane Wilkinson with actions from 'Quality in Careers Standard' Annual Review and a meeting with GM Bridge Advisor Network.

School	EAN Leads	Enterprise Coordinator	Enterprise Adviser	Date Compass Completed
Brownhill Learning Community	Lauren Georgiou – assistant head and careers lead	Bronwyn Raper	Morris Stemp	7 th December 2021 Next update June 2022

Long term vision for CEIAG provision:

Gatsby Benchmarks	Benchmark Score	Benchmark Gaps	Action Required	Responsibility (by who):	Timeline (by when):	To be reviewed/evaluated by:
1. A stable careers programme	94%	<p>Is written down</p> <p>Has systematic monitoring in place</p> <p>Is published on your school's website</p> <ul style="list-style-type: none"> • For Students • For Teachers • For Employers • For Parents/carers 	<p>Now written down and updated regularly</p>	<p>Diane Wilkinson</p> <p>Rachael George</p>	<p>Ongoing</p>	<p>July 2022.</p> <p>There are now new strategies in place to collect feedback from students using questionnaires and evaluations from all CEIAG related areas</p> <p>There are also resources for evaluating in the Careers and Enterprise Resource Hub.</p>
		<p>Is evaluated using systematic feedback from:</p> <p>SIMS has been re-vamped and reports can now be created to help with evaluation.</p>	<p>This needed re – addressing new monitoring procedures are in red typing.</p>	<p>Diane Wilkinson</p>	<p>Ongoing</p>	<p>Protocol is now in place to track students up to the age of eighteen when they leave school and feedback is recorded on SIMS.</p>

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<p>2. Learning from career and labour market information</p>	<p>100%</p>	<p>Ensures the majority of students have used up-to-date career & labour market information to help inform study/career decisions.</p>	<p>We are now on boarded onto a Career Programme called GMACS/Xello which staff had training on with CASCAID on December 16th 2021. All KS4 students have access to this.</p>	<p>Diane Wilkinson</p>	<p>Ongoing</p>	<p>During the second half of this Spring Term 2022 Diane Wilkinson and Pete Tupman will support teaching staff in PSHCE lessons across the three sites on the initial log on and navigation of this career programme and its access of current LMI.</p> <p>Class teachers will then continue to use this programme to enhance and enable learning within their class lessons with their students. They will also support with interview technique sessions, CV writing sessions and other career related lessons.</p> <p>Current LMI will also be accessed by all KS3 and KS4 students during Spring Term in PSHCE lessons and AQA Units for KS4 students will be accessed.</p> <p>There is also information on the newly re-vamped BLC career website.</p>

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3. Addressing the needs of each student	100%	Enables pupils to access accurate record about their careers and enterprise experiences	<p>Year 10 and 11 have access to their individual Career Progression Plans and if they have an EHCP or are a LAC they have access to their individual CGI's which are completed with our Career Advisor.</p> <p>Students also have access to their Transition Forms which are handed over to the colleges and other providers with any support needs a students has so that their needs are catered for.</p>	Pete Tupman Diane Wilkinson	Ongoing	<p>Year 11 students now also have access to their CEIAG Report which is sent home with their final school report.</p>

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4. Linking curriculum learning to careers	93%	All/the overwhelming majority of students by the time they leave school, have meaningfully experienced career learning as part of the curriculum	Gatsby Benchmark QC4.1 (i) – continue to develop the cross-curriculum input from teaching staff as we discussed at our meeting. (Action from annual review of the ‘Quality in Careers Standard’ – reaccreditation due next year 2021).	Lauren Georgiou Diane Wilkinson	Ongoing	Staff all received Gatsby benchmark training, which involved linking curriculum to careers. All staff have been asked to include careers links (Gatsby 4) in medium term plans. Careers staff will be invited to support in careers focused lessons across 3 sites in Spring HT2 (now linked to PSHC
			QC4.1 (ii) – continue to expand the Employability Qualification to be developed across all the curriculum and enrichment activities. (Action from annual review of the ‘Quality in Careers Standard’ – reaccreditation due next year 2021).	PSHE Curriculum Lead Rhiannon Hutchins Lauren Georgiou Diane Wilkinson	Ongoing	From September 2021 we started taking part in a New Initiative with The Princes Trust which includes Employability. Three staff have undertaken training. Students from both Year 10 and 11 have the opportunity to access this and gain the accreditation of either a Certificate, Award or a Diploma.

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5. Encounters with employers and employees	50%	Have at least one meaningful encounter with an employer every year they are at your school	<p>Work experience in mostly year 11 (some yr10) – work in progress to have staff more involved with getting pupils to workplaces.</p> <p>QC5.1 (i) – continue to expand links with local providers, employers and networks to increase the breadth of access opportunities.</p> <p>(Action from annual review of the ‘Quality in Careers Standard’ – reaccreditation due next year 2021).</p> <p><i>Morris Stemp our Enterprise Coordinator was coming to run employer engagement sessions on all three sites on Thursday 8th July 2021 aimed at Year 10’s. This had to be cancelled and will take place in the second half of the Spring Term.</i></p>	Jayne Haigh Lauren Georgiou Diane Wilkinson Pete Tupman	ongoing	<p><i>All face to face encounters with employers stopped during COVID 19.</i></p> <p><i>We managed to hold our annual in-house Career Fair on Wednesday 13th October 2021. At the fair KS4 students had access to various employers.</i></p> <p><i>Industry Work Experience placements linked to our vocational courses began again from January 2022.</i></p> <p><i>Bespoke longer term work experience placements of 1 day a week for 10 weeks also began again in January 2022.</i></p>

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6. Experiences of workplaces	50%	Have had a meaningful experience of a workplace by the end of year 11	<p>GB6.1 – this has been affected by COVID 19 and we discussed your ideas to facilitate this including involving all school staff.</p> <p>(Action from annual review of the ‘Quality in Careers Standard’ – reaccreditation due next year 2021).</p>	<p>Jayne Haigh</p> <p>Nicola Sweet</p>	Ongoing	<p>After liaison with Jayne Haigh our Vocational Lead bespoke packages of work experience placements are ongoing as and when opportunities arise.</p> <p>Cancelled again during second lockdown. Industry Work Experience placements linked to our vocational courses began again from January 2022.</p> <p>Bespoke longer term work experience placements of 1 day a week for 10 weeks also began again in January 2022.</p>

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7. Encounters with further and higher education	93%	<p>Have had meaningful encounters with sixth form colleges</p> <p>Have been provided with information about the full range of apprenticeships, including higher level apprenticeship</p> <p>Have had meaningful encounters with Higher Education Providers</p>	<p>QC7.1 (i) – we talked about how you are going to build on the number of employers that you have links with and further develop the role of the ones that you currently have links with. (Action from annual review of the ‘Quality in Careers Standard’ – reaccreditation due next year 2021).</p> <p>Now in the Spring Term of 2022.</p>	<p>Lauren Georgiou</p> <p>Pete Tupman</p> <p>Diane Wilkinson</p>	<p>Ongoing</p> <p>Ongoing</p>	<p>All face to face encounters with further and higher education providers were suspended during COVID 19.</p> <p>On Wednesday 13th October 2021 we held our first annual in-house Career Fair after they were suspended for two years. KS4 students had access to colleges, sixth form colleges, training providers and traineeship/apprenticeship providers.</p> <p>On 14th February 2022, 16th February 2022, 17th February Apprenticeship Presentation sessions have been set up virtually for all KS4 students across all three sites</p>

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8. Personal guidance	100		<p>QC1.2 (iv) – update the document with the latest Partnership Agreement – March 2021.</p> <p>(Action from annual review of the ‘Quality in Careers Standard’ – reaccreditation due next year 2021).</p>	Diane Wilkinson	As agreement is contracted and signed	Agreement 2021 to 2022 agreed, signed and in the IAG reaccreditation file.

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