**DEVELOPMENT PLAN – Up-dated 16/05/23 by Diane Wilkinson – Progression Officer with actions from ‘Quality in Careers Standard’ Annual reaccreditation.**

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| **School** | **EAN Leads** | **Enterprise Coordinator** | **Enterprise Adviser** | **Date Compass Completed** |
| Brownhill Learning Community | Lauren Georgiou – assistant head and careers lead | Bronwyn Raper | Morris Stemp | *08/12/22* |

**Long term vision for CEIAG provision:**

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| **Gatsby Benchmarks** | **Benchmark Score** | **Benchmark Gaps** | **QiCS Development Points** | **Responsibility** *(by who):* | **Timeline** *(by when):* | **To be reviewed/evaluated by:** |
| 1. **A stable careers programme** | **94%** | **Is written down**  **Has systematic monitoring in place**  **Is published on your school's website**   * **For Students** * **For Teachers** * **For Employers** * **For Parents/carers**   **Is evaluated using systematic feedback from:**  **SIMS has been re-vamped and reports can now be created to help with evaluation.** | ***On your careers page of the school website:***   * *Publish the destinations of your pupils.* * *Describe how you measure the impact of your CEIAG provision.* * *Have an explicit link for employers.* * *Consider inserting inspirational alumni case studies or ‘spotlight on...’ (Or publicize on school notice boards).* * *Ensure the careers pages are kept updated*   *An alumni is now on the website✓*  *The website is currently up to date 18/11/22✓*  *Action Point*  *The website has been changed and is a work in progress at present.*  **QC1.1 (iii)/QC8.1 (i)** Integrate CEIAG training plans into the Careers Development Plan*.* | ***Diane Wilkinson/Rachael George***  ***Diane Wilkinson*** | **Ongoing**  **Ongoing** | *Impact is measured by completing COMPASS with our GM Network Enterprise Coordinator three times a year, next review 08/12/22*  *Action Point*  *A date needs to be set for completing COMPASS*  Our new Head teacher Hannah Speakman started in September 2022 and has implemented The National College which is online CPD for all staff working in early years, primary, secondary and further education settings.  Units to be covered by relevant staff during summer term 2023 include:   * Career Education: Enhancing Positive Pupil outcomes through the Career Development Framework/Primary * Careers Education: Meeting the Gatsby Benchmarks and Implementing Statutory Guidance/Secondary |
| 1. **Learning from career and labour market information** | **100%** | **Ensures the majority of students have used up-to-date career & labour market information to help inform study/career decisions.** | **QC2.2 (i)** the assessor has suggested including a link to Apprenticeships [Become an apprentice (apprenticeships.gov.uk)](https://www.apprenticeships.gov.uk/apprentices)🗸  Action Point  This link needs adding to the new website | **Diane Wilkinson**  **Pete Tupman**  **Whole School** | **Ongoing** | Students had access to current LMI during our in-house careers fair on Wednesday 12th October, years 10 and 11.Students can access current Labour Market Information during National Careers Week (annually) and during planned lessons. Classrooms have posters up.  New LMI posters from GMCA Careers Hub have been downloaded and laminated, packs to be given to all teachers of Years 10 and 11 in the New Year. |
| 1. **Addressing the needs of each student** | **100%** | **Enables pupils to access accurate record about their careers and enterprise experiences** | **QC3.2 (i) & 3.3(i) *Development point:*** *Consider extending the excellent practice of CEIAG Logs/Reports to providing these when pupil transition back into mainstream school.🗸* | **Pete Tupman**  **Diane Wilkinson**  **Jayne Haigh**  **Whole School** | **Ongoing** | Year 11 students now also have access to their CEIAG Report which is sent home with their final school report and handed over in meetings with colleges and training providers.  DW to liaise with staff with regard to the CEIAG reports going with students that go back into mainstream.  PT continues to update Progression Plans as he see’s students and copies are available for students who want them.  Students at our Darnhill site are currently working on an Enterprise Project where each class has been given a sum of money to make crafty items to sell at our Winter Fair on Wednesday 14th December 2022.  From January 2023 we will be running The Princes Trust Achieve Programme with identified groups of students. These students can gain accreditation available at Entry Level 3, Level 1 or Level 2 and these are obtainable in the form of Awards, Certificate, Extended Certificate and Diploma.  This will allow those students to gain knowledge and skills in the following topics:   * Skills For School * Personal, Social Development * Life Skills * Active Citizenship * Enterprise Projects * Preparation For Work |
| 1. **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** | **QC4.1 (ii)** Continue to work with Curriculum Leads to ensure that there are opportunities for curriculum teaching points to be embedded, in the context of careers and the world of work.🗸 | **Whole School** | **From January 2023**  **Ongoing** | **Whole school PSD curriculum – to capture PSHE, CEIAG, BV, CIT, SRE, SMSC**   * Research Spiral Curriculum * Taught by form tutors * Enhanced by enrichment, visitors, assemblies and experience-based learning.   Whole school approach to increase cultural capital.  All MTPL’s now have a line on about CEIAG Spotlight.  Careers will be taught in form time as well as in curriculum subjects and starting in January 2023 KS4 will be doing an employability qualification.  Career related learning in Primary is recognized all year round, during National Careers Week, PSHE/RE and Well-being.  At present the next steps are to further develop CEIAG in the primary curriculum. |
| 1. **Encounters with employers and employees** | **50%** | **Have at least one meaningful encounter with an employer every year they are at your school** | **QC 5.1(i)**  ***Development point:*** *Expand the network of employers to engage pupils across all year groups. Release the value of employer encounters through further development of their engagement with individual subjects and also in the employability sessions.*  **QC 5.1(ii) and QC 5.1(iii)**  Engagement with employers is seen as a core continuing development. Further develop this.🗸 | **Diane Wilkinson**  **Pete Tupman**  **Whole School** | **Ongoing** | We held our annual in-house Career Fair on Wednesday 12th October 2022. At the fair year 10 and 11 students had access to various employers and we are in the process of planning to have an annual careers fair on each site next year for all students in year 7 to 11 to access.  .  Employer/employee engagement will take place during National Careers Week, week beginning 6th to 11th March 2023.  Cyber Savvy workshops with KPMG took place in November/December 2022.  Apprenticeship presentations took place with GMLPN (January/February 2023)  CV workshops with DFWP’s have also been booked for (March/April 2023). Unfortunately these had to be cancelled.  We have also had sessions on the different sites from Morris Stemp our GM Enterprise Advisor (July 2022). Darnhill session TBD. |
| 1. **Experiences of workplaces** | **50%** | Have had a meaningful experience of a workplace by the end of year 11 |  | **Jayne Haigh**  **Nicola Sweet** | **Ongoing** | The way we run work experience in the future is changing due to the company ‘Our Futures’ does not find placements any more.  If a student highlights a potential work experience placement that they could do, during their guidance interviews with our Career Advisor – this information is passed onto our work experience coordinator and she will follow it up and check the employer has the relevant Health and Safety cover in place. If it is she will set up the placement.  Our work experience coordinator has visited a lot of companies in our schools surrounding areas recently but due to the current climate financially employers will only pay the insurance cover needed for the 25 and overs age bracket. |
| 1. **Encounters with further and higher education** | **93%** | **Have had meaningful encounters with sixth form colleges**  **Have been provided with information about the full range of apprenticeships, including higher level apprenticeship**  **Have had meaningful encounters with Higher Education Providers** | **QC 7.1(i) *Development point****: Further develop ways to include encounters with Higher Education in your programme planning.🗸* | **Pete Tupman Diane Wilkinson** | **Ongoing** | Year 10 and 11 students had access to colleges, Universities, training providers, traineeship and apprenticeship providers at our in-house careers fair on Wednesday 12th October 2022.  We are in the process of planning to have an annual careers fair on each site next year for all students in year 7 to 11 to access with two Universities in attendance and all the local colleges.    Apprenticeship presentations took place with GMLPN (January/February 2023), as previously stated. |
| 1. **Personal guidance** | **100** |  | **QC 8.1(i) *Development point:*** *See QC1.1 (iii).* | **Pete Tupman**  **Diane Wilkinson** | **As agreement is contracted and signed** | Agreement 2022 to 2023 has been agreed and signed.  CPD for PT is held when Positive Steps initiate it.  Impartial Personal Guidance is secured and paid for by the school and the LA jointly. School buys in 2.5 days and the LA buy in 1.5 days.✓ |