

## How the school measures and assesses the impact of the careers programme on pupils

<b>Gatsby Benchmark</b>	<b>Explanation</b>	<b>How are we meeting this?</b>	<b>Targets</b>
1. A stable careers programme	Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers and employers.	A stable, varied and improved programme is in effect.	Programme to be shared with pupils and parents on the school website. Careers events are to be included in the monthly mail, shared in whole staff CPD and with pupils.
2. Learning from labour market information	Every pupil, and their parents, should have access to good-quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.	Learning from labour market' session is included as part of the KS4 tutor/PSHE programme.	Up to date labour market opportunities to be shared on the school website and updated yearly.
3. Addressing the needs of each pupil	Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school's careers programme should embed equality and diversity considerations throughout.	Students are chosen for career events and intervention based on their individual need (For example - risk of NEET, MA, underperforming). A diverse range of destination and career routes are explored throughout the careers programme.	Ensure that the careers programme falls in line with the schools' WIGs.
4. Linking curriculum learning to careers	All teachers should link curriculum learning with careers. For example, STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.	Aim Higher events ensure that careers is embedded through the curriculum. Subjects already embedded include: Business, Maths, English, Science PE, History.	Whole school careers initiative to be launched in staff CPD. Display boards/long term planning should reflect the relevance of subject career pathways.
5. Encounters with employers and employees	Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.	Work experience available to ALL students in Year 10. The BPS City Centre Business walk enables students to meet a range of inspiring professionals in the city centre. Business enterprise events inform pupils about a range of Business pathways. The Year 11 mock interview day provides access to employers and feedback on interview practice.	Re-introduce world of work week if resources allow (in conjunction with our feeder primary schools).
6. Experiences	Every pupil should have first-hand experiences* of	Work experience is available to ALL students in year 10.	Ensure that 100% of students in Year 10

of workplaces	the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks.	Upward trend - 26% secured and participated in WEX 2016, 61% secured and participated in WEX 2017, 76% secured and participated in WEX 2018.	secure a work experience placement and that they attend their placement.
7. Encounters with further and higher education	All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.	Our annual Cardinal Wiseman School careers fair include destination routes of a diverse nature. Students are supported by tutors in the enquiry process. We offer taster days and trips to Colleges, Sixth Forms and Universities so that students can make informed decisions about their futures.	Further improve the guidance available for students on apprenticeship routes.
8. Personal guidance	Every pupil should have opportunities for guidance interviews with a careers adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but should be timed to meet their individual needs.	We offer Aim Higher mentoring to enthuse KS4 NCOP students. Year 11 tutors support students in their application process and offer impartial guidance. We host a Year 11 parent information evening in the Autumn term, which offers support for parents/careers in the year 11 destination process. Trips to national careers events in Birmingham provide opportunities for guidance. The use of national careers service website offers impartial advice and guidance for all young people.	Enquire about securing funding (Aim Higher) for a one to one approach with identified pupils - SEN, underperforming, MA. Work with BPS to source support from suitably qualified professionals across different career industries to offer careers guidance at a professional level.