



# A STABLE CAREERS EDUCATION, INFORMATION, AND GUIDANCE STRATEGY

## NEWMAN RC COLLEGE'S VISION FOR CAREERS

- The College provides a careers programme in which all pupils:
- are supported in finding out about academic and technical education qualifications and apprenticeship opportunities
  - are provided with information on the full range of education and training options available at each transition point
  - hear from a range of businesses, employers and employees about the opportunities on offer, through options events, assemblies and group discussions and taster events
  - secure an understanding of how to make applications for the full range of academic and technical courses.

At Newman RC College, we provide effective careers information, education, advice and guidance to encourage pupils to make good choices and understand what they need to do to succeed in the careers to which they aspire. As part of this we plan each year to meet the requirements of section 42B of the Education Act 1997 (the 'Baker' clause).

(Alignment to para 256 of Ofsted Schools Inspection handbook Sept 2021)

The Gatsby benchmarks set out a framework for schools to deliver 'good careers guidance' to their pupils. The benchmarks below are fully implemented into our strategy and are frequently assessed using The Compass Tool.

1. A stable careers programme	Every school should have an embedded programme of career education and guidance that is known and understood by students, parents, teachers, governors and employers.
2. Learning from career and labour market information	Every student, 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.
3. Addressing the needs of each student	Students have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each student. A school's careers programme should embed equality and diversity considerations throughout.
4. Linking curriculum learning to careers	All teachers should link curriculum learning with careers. STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.
5. Encounters with employers and employees	Every student 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.
6. Experiences of workplaces	Every student should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities and to expand their networks.
7. Encounters with further and higher education	All students 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.
8. Personal guidance	Every student 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.

We are proud that our pupils progress on to a range of institutions around Greater Manchester (sometimes beyond) for their further education, apprenticeships and training. Some of the most common destinations are shown below.



The 6 sectors that are described as 'thriving' within Greater Manchester. Through the Careers & Enterprise Company (Bridge GM) and our Enterprise Advisor we are further increasing our engagement with employers and employees in these sectors.



- Priorities for 2021-2022**
- ✓ Liaise with offer from Bridge GM and all associated partners
  - ✓ Meet each half term with our Bridge GM Career and our Enterprise advisor
  - ✓ Complete compass benchmark assessment each term (review of strategy)
  - ✓ Carry out pupil survey in September 2021 to inform targeted cohorts for employer engagement
  - ✓ Generate feedback from Parents & Carers on our CEIAG Provision
  - ✓ Use tracker/planner tool to action plan from compass assessment
  - ✓ Fortnightly meeting with Careers Advisor to monitor independent IAG progress
  - ✓ CPD provided to staff for Employer Engagement & LMI
  - ✓ Regular 'social media' updates for pupils/staff (opportunities and information)
  - ✓ Career route 'push' with increased Ebacc offer (MFL, Humanities & Science)
  - ✓ Focus on breaking gender stereotypes (girls into engineering national drive)
  - ✓ Departments to develop one interaction with an employer or employee linked to curriculum by the end of the summer term.
  - ✓ Carry out annual IAG Key Stage 4 leavers questionnaire
  - ✓ All 'experiences' recorded (including attendance) on Provision Maps

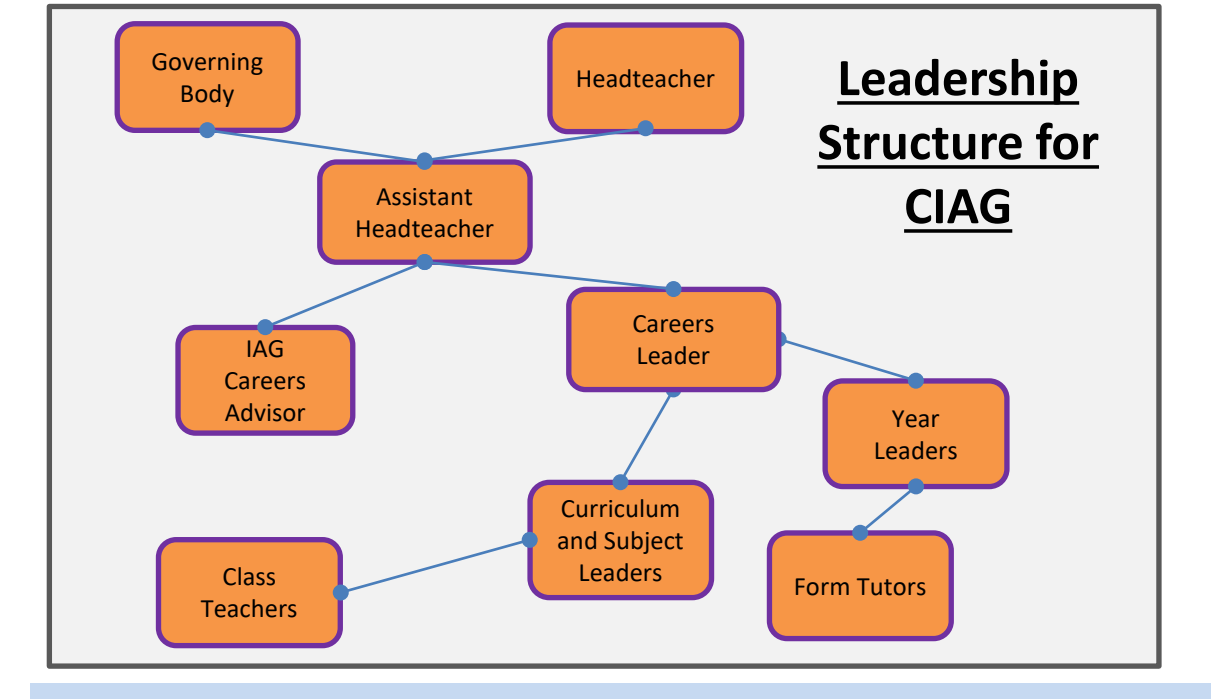
	HALF TERM 1 (SEPTEMBER – OCTOBER)	HALF TERM 2 (NOVEMBER – DECEMBER)	HALF TERM 3 (JANUARY – FEBRUARY)	HALF TERM 4 (FEBRUARY – MARCH)	HALF TERM 5 (APRIL – MAY)	HALF TERM 6 (JUNE – JULY)
<b>YEAR 7</b> Independent/advisor appointments with potential NEEETs	<ul style="list-style-type: none"> <li>Introduction to Careers Form Time and follow up task</li> <li>Pupil Survey to inform targeted cohorts for FE and employer engagement</li> <li>Resilient Pilot</li> </ul>	<ul style="list-style-type: none"> <li>Route to success online course- Run by Young Enterprise this course allows pupils to plan for the future by completing different activities around careers and pathways.</li> <li>'Link, lunch and learn' targeted sessions</li> </ul>	<ul style="list-style-type: none"> <li>Route to success online course- Run by Young Enterprise this course allows pupils to plan for the future by completing different activities around careers and pathways.</li> <li>Tenner Plus Challenge Competition</li> <li>'Link, lunch and learn' targeted sessions</li> <li>Resilient Pilot</li> </ul>	<ul style="list-style-type: none"> <li>National Careers &amp; Apprenticeship Weeks (March) – pupils will receive a special assembly, form time activities and also Form time resources to be differentiated for each year group.</li> <li>During Newman Careers Month departments will deliver a 'Career lesson' in curriculum time. This will be used to inspire pupils and raise awareness of the variety of careers that are linked to their subject. Therefore, connecting learning to 'real life'.</li> <li>'Link, lunch and learn' targeted sessions</li> </ul>	<ul style="list-style-type: none"> <li>Money Skills sessions</li> <li>Career skills – Skills builder online course run by "Skills builder partnership" they provide an online course looking at different skills that people need for the world of work.</li> </ul>	<ul style="list-style-type: none"> <li>Resilient Pilot</li> </ul>
<b>YEAR 8</b> Independent/advisor appointments with potential NEEETs	<ul style="list-style-type: none"> <li>Introduction to Careers Form Time and follow up task</li> <li>Pupil Survey to inform targeted cohorts for FE and employer engagement</li> <li>Resilient Pilot</li> </ul>	<ul style="list-style-type: none"> <li>Route to success online course- Run by Young Enterprise this course allows pupils to plan for the future by completing different activities around careers and pathways.</li> <li>'Link, lunch and learn' targeted sessions</li> <li>Amazon Workskills – inspiring girls into Tech</li> </ul>	<ul style="list-style-type: none"> <li>Route to success online course- Run by Young Enterprise this course allows pupils to plan for the future by completing different activities around careers and pathways.</li> <li>Tenner Plus Challenge Competition</li> <li>'Link, lunch and learn' targeted sessions</li> <li>Amazon Workskills – inspiring girls into Tech</li> <li>Resilient Pilot</li> </ul>	<ul style="list-style-type: none"> <li>National Careers &amp; Apprenticeship Weeks (March) – pupils will receive a special assembly, form time activities and also Form time resources to be differentiated for each year group.</li> <li>During Newman Careers Month departments will deliver a 'Career lesson' in curriculum time. This will be used to inspire pupils and raise awareness of the variety of careers that are linked to their subject. Therefore, connecting learning to 'real life'.</li> <li>'Link, lunch and learn' targeted sessions</li> <li>Work Readiness Sessions (CV, work etiquette, transferable skills, behaviours, time management) and using the Myers-Briggs Questions and Exercises</li> <li>Amazon Workskills – inspiring girls into Tech</li> </ul>	<ul style="list-style-type: none"> <li>Money Skills sessions</li> <li>Career skills – Skills builder online course run by "Skills builder partnership" they provide an online course looking at different skills that people need for the world of work.</li> <li>Amazon Workskills – inspiring girls into Tech</li> <li>Resilient Pilot</li> </ul>	<ul style="list-style-type: none"> <li>Positive steps extra- #aspiring higher program. Session on how the world of work and industry is changing at a rapid pace, try to predict what jobs they could do that don't currently exist.</li> </ul>
Y9 Duke of Edinburgh offer Launched: Developing resilience / grit / teamwork / confidence and problem solving						
<b>YEAR 9</b> Independent/advisor attends parents and options evenings	<ul style="list-style-type: none"> <li>Pupil Survey to inform targeted cohorts for employer engagement.</li> <li>Careers Fair invitation. This may involve video clips from businesses, further education providers and apprentice providers.</li> <li>Youth Oldham Enterprising Conference</li> </ul>	<ul style="list-style-type: none"> <li>Route to success online course- Run by Young Enterprise this course allows pupils to plan for the future by completing different activities around careers and pathways.</li> <li>Career 'doors open' from the Ebacc</li> <li>Careers assembly to inform Options Process</li> <li>'Link, lunch and learn' targeted sessions</li> <li>Resilient Pilot</li> </ul>	<ul style="list-style-type: none"> <li>Route to success online course- Run by Young Enterprise this course allows pupils to plan for the future by completing different activities around careers and pathways.</li> <li>Assembly/ information on careers and pathways leading up to picking options. Power point shared via form time information shared via Teams/e-mail/MyEd</li> <li>Tenner Plus Challenge Competition</li> <li>'Link, lunch and learn' targeted sessions</li> <li>Launch GMACS and Xello.</li> <li>Selected Xello Tasks completed by all students.</li> </ul>	<ul style="list-style-type: none"> <li>National Careers &amp; Apprenticeship Weeks (March) – pupils will receive a special assembly, form time activities and Form time resources to be differentiated for each year group.</li> <li>During Newman Careers Month departments will deliver a 'Career lesson' in curriculum time. This will be used to inspire pupils and raise awareness of the variety of careers that are linked to their subject. Therefore, connecting learning to 'real life'.</li> <li>Industrial Cadets Programme</li> </ul>	<ul style="list-style-type: none"> <li>Rio Ferdinand foundation – careers course for selected pupils. They delivering a workshop over 4-6 weeks around building confidence and career skills.</li> <li>INVESTin - STEM &amp; Medical Sciences Work Experience live online careers fair. Pupils can register to attend a virtual careers fair looking at a wide range of professions and potential pathways to them.</li> <li>Industrial Cadets Programme</li> </ul>	<ul style="list-style-type: none"> <li>Positive steps extra- #aspiring higher program. Session on how the world of work and industry is changing at a rapid pace, try to predict what jobs they could do that don't currently exist.</li> <li>Summer term tasks on Xello in preparation for Year 10</li> </ul>
*High Risk* and Vulnerable pupils receive a Session with Positive Steps advisor during Year 9						
<b>YEAR 10</b> Independent/advisor attends parents evening	<ul style="list-style-type: none"> <li>Careers Fair invitation. This may involve video clips from businesses, further education providers and apprentice providers.</li> <li>Youth Oldham Enterprising Conference</li> </ul>	<ul style="list-style-type: none"> <li>Launch GMACS and Xello.</li> <li>Selected Xello Tasks completed by all students.</li> <li>Young Enterprise Company Programme</li> <li>'Link, lunch and learn' targeted sessions</li> <li>Resilient Pilot</li> </ul>	<ul style="list-style-type: none"> <li>National Careers Service Virtual Careers Fair-pupils can register to attend a virtual careers fair offering a wide range of organisation and industry insight as well as potential further education pathways.</li> <li>Apprenticeship Sessions</li> <li>T-Level Sessions</li> <li>Apprenticeship Fair – We will invite a guest speakers from a range of providers to talk about apprenticeships and traineeships to and signpost where to find out relevant information.</li> <li>'Link, lunch and learn' targeted sessions</li> </ul>	<ul style="list-style-type: none"> <li>National Careers &amp; Apprenticeship Weeks (March) – pupils will receive a special assembly, form time activities and Form time resources to be differentiated for each year group.</li> <li>During Newman Careers Month departments will deliver a 'Career lesson' in curriculum time. This will be used to inspire pupils and raise awareness of the variety of careers that are linked to their subject. Therefore, connecting learning to 'real life'.</li> <li>Apprenticeship Sessions</li> </ul>	<ul style="list-style-type: none"> <li>Positive steps- Employer speed dating</li> <li>INVESTin - STEM &amp; Medical Sciences Work Experience live online careers fair. Pupils can register to attend a virtual careers fair looking at a wide range of professions and potential pathways to them.</li> </ul>	<ul style="list-style-type: none"> <li>Oldham 6th Form College Taster Day</li> <li>The Oldham College Taster Day</li> <li>Summer term tasks on Xello in preparation for Year 10</li> </ul>
All KS4 pupils to receive an 1:1 IAG interview by Positive Steps advisor during Y10 or Y11.						
<b>YEAR 11</b> Independent/advisor attends parents evening	<ul style="list-style-type: none"> <li>Post 16 Application Process out-lined and Post 16 Options signposted</li> <li>Careers Fair invitation. This may involve video clips from businesses, further education providers and apprentice providers.</li> </ul>	<ul style="list-style-type: none"> <li>Varsity Project with OSFC</li> <li>Post 16 Application support. This is facilitated by Positive Steps, Oldham 6th Form College and The Oldham College staff.</li> <li>Application forms completed before 1st December</li> </ul>	<ul style="list-style-type: none"> <li>Apprenticeship Fair – We will invite a guest speakers from a range of providers to talk about apprenticeships and traineeships to and signpost where to find out relevant information.</li> <li>Oldham College Interviews hosted at Newman RC College on Wednesday afternoons in February.</li> <li>Oldham Sixth Form College Interviews take place at OSFC in February</li> <li>National Careers Service Virtual Careers Fair- pupils can register to attend a virtual careers fair offering a wide range of organisation and industry insight as well as potential further education pathways.</li> <li>Apprenticeship Sessions</li> </ul>	<ul style="list-style-type: none"> <li>Oldham 6th Form Interviews hosted at Newman RC College on Wednesday afternoons in February and March</li> <li>The Oldham College Interviews hosted for those pupils who were not able to attend at the college</li> <li>National Careers &amp; Apprenticeship Weeks (March) – pupils will receive a special assembly, form time activities and also Form time resources to be differentiated for each year group.</li> <li>During Newman Careers Month departments will deliver a 'Career lesson' in curriculum time. This will be used to inspire pupils and raise awareness of the variety of careers that are linked to their subject. Therefore, connecting learning to 'real life'.</li> <li>Apprenticeship Sessions</li> </ul>	<ul style="list-style-type: none"> <li>Additional Careers IAG Interviews for those pupils still deemed to be at risk of being NEET. Home visits planned if required. Pupils will be supported through any last minute applications and can be accompanied to FE, Apprenticeship, Training Provider or Employer Interviews.</li> </ul>	<ul style="list-style-type: none"> <li>KS4 Results day – Positive Steps available to support pupils, provide guidance and inform them about next steps.</li> </ul>

All remaining Y11 pupils to receive a 1:1 IAG interview by Positive Steps advisor during Y11.

### Careers Guidance using the COMPASS CAREERS BENCHMARK TOOL

<b>Benchmark 1</b> A stable careers programme	Percentage of schools nationally meeting this benchmark 2019 21%	94% June 21
<b>Benchmark 2</b> Learning from career & labour market information	Percentage of schools nationally meeting this benchmark 2019 45%	80% June 21
<b>Benchmark 3</b> Addressing the needs of each pupil	Percentage of schools nationally meeting this benchmark 2019 20%	81% June 21
<b>Benchmark 4</b> Linking curriculum learning to careers	Percentage of schools nationally meeting this benchmark 2019 38%	68% June 21
<b>Benchmark 5</b> Encounters with employers & employees	Percentage of schools nationally meeting this benchmark 2019 52%	75% June 21
<b>Benchmark 6</b> Experiences of workplaces	Percentage of schools nationally meeting this benchmark 2019 47%	50% June 21
<b>Benchmark 7</b> Encounters with further and higher education	Percentage of schools nationally meeting this benchmark 2019 21%	70% June 21
<b>Benchmark 8</b> Personal guidance	Percentage of schools nationally meeting this benchmark 2019 57%	100% June 21

Due to COVID school closures and lockdowns there has been limited opportunity to move on our main priority of Benchmark 6 'Experiences of Workplaces' as restrictions have made it very difficult to develop links and enable pupils to visit workplaces during this time.



### Destinations for KS4 in 2020

Further Education College	Percentage	Count
School Sixth Form	8.2%	24
Sixth Form College	48.3%	144
Training - Non Employed	1.0%	3
Employed - Apprenticeships	5.1%	15
Employed - With NVQ or locally recognised training	0.7%	2
Employed with no recognised training	0.3%	1
NEET Available	1.0%	3
NEET Awaiting Start date	0.0%	0
NEET Not available	0.0%	0
NEET Illness	0.0%	0
Unable to contact	0.0%	0
<b>Total</b>	<b>100.0%</b>	<b>282</b>

Of the 3 leavers of 2020 who were NEET in October 2020, 1 was a DP. Each of these pupils received individualised support through the work of school staff and Positive Steps, including a number of Home Visits after leaving.

### Destinations for KS4 pre-2021

Year	% in Full-time Education	% in Full-time Training	% in Apprenticeship	% in NVQ or Locally recog.	% in No Training	% NEET	% Lost contact
2012	89.8%	3.6%	3.6%	0.6%	0.0%	1.8%	0.0%
2013	92.2%	1.2%	2.1%	0.9%	0.0%	3.3%	0.0%
2014	91.4%	2.9%	5.0%	0.0%	0.0%	0.7%	0.0%
2015	89.1%	3.0%	4.2%	0.8%	0.0%	3.0%	0.0%
2016	91.7%	1.7%	3.3%	0.4%	0.8%	2.1%	0.0%
2017	93.7%	0.7%	3.2%	0.4%	0.4%	1.8%	0.0%
2018	90.0%	1.0%	5.3%	0.7%	0.7%	2.3%	0.0%
2019	92.3%	1.0%	4.7%	1.0%	0.3%	0.7%	0.0%
2020	91.8%	1.0%	5.1%	1.0%	0.3%	1.0%	0.0%

### Destinations for leavers in 2019 (DfE)

Destination	Percentage
Pupils staying in education for at least two terms after key stage 4	86%
Further education college or other further education provider	36%
Sixth form college - state funded	41%
School sixth form - state funded	9%
Other education destinations	0%
Pupils staying in apprenticeships for at least six months	5%
Pupils in education or apprenticeships which were not sustained for two terms*	4%
Pupils not captured in education or apprenticeships (destination unknown or in employment)*	5%

The DfE provided the destination data above (after two terms) for leavers of 2019 in July 2020. However, our research into destinations for leavers in 2019 has been updated and we believe that the figure for pupils who are NEET from this cohort could be as low as 1.7%.