

Wargrave House School Careers Programme 2024-25

Vision

Careers education, information, advice and guidance (CEIAG) is essential for our young people at Wargrave House School in supporting them in their preparation for adulthood. Wargrave House fully embraces CEIAG and is committed to meeting the statutory requirements, working towards achieving the Gatsby Benchmarks and the Quality in Careers Standard (QiCS).

The Careers Programme provides a personalised, holistic and robust agenda which connects learning to career readiness. We are dedicated to CEIAG ensuring that learners work towards developing the right skills, experience and qualities to prepare learners for their next stage of education, training, employment and adulthood.

The school works collaboratively with internal and external stakeholders to build a cohesive careers programme to raise aspirations and ensure that every learner is able to reach their full potential through supporting them on their journey 'learning about life'.

SLT Comments:	Link Governor Comments:	Enterprise Adviser Comments:
It is vital that we prepare our learners for their futures and best equip them with the skills, tools and knowledge to pursue their careers aspirations.	I believe that we have a very detailed and robust careers programme at Wargrave.	N/A

Parent Voice Comments: I felt that the future pathways event gave me a wider understanding of how to support my child.	Student Voice Comments: To know career paths. To know what jobs we would like to do. To help us get a job in the future.	Staff Voice Comments: Preparation and education for a more independent and fulfilled life. Purpose in adult life.
Wargrave House School Vision Statement/Values:		
Wargrave House recognises that all our learners have very special needs. Compassion, tolerance, respect and positive intervention will lead to effective learning experiences.		
Vision for Careers Provision Ideas:		
<ul style="list-style-type: none"> • Developing work experience across KS4 • Implementing careers activities across KS2, KS3, KS4 • Developing a SEND careers network to support education, employment and training events across St Helens • Creating a Financial Education and Careers Education agenda – School shop and bank • Developing subject specific careers related activities including STEM days 		

- Developing Enterprise across KS2, KS3 and KS4.
- Developing curriculum around the 'Puddle Project' to enhance careers offer.

Vision for Careers Provision **Statement:**

Our main goal is to develop a long-term management plan embedded in every aspect of learning. We are dedicated to developing our careers service, work experience offering and business links to support us in delivering a truly exceptional careers programme.

Reviewing Current Provision

Compass – Previous/Current Compass Scores:	Completion date: July 2023			
	Benchmark 1: 76%	Benchmark 2: 100%	Benchmark 3: 100%	Benchmark 4: 81%
	Benchmark 5: 100%	Benchmark 6: 100%	Benchmark 7: 87%	Benchmark 8: 100%
	Completion date: March 2024			
	Benchmark 1: 94%	Benchmark 2: 80%	Benchmark 3: 90%	Benchmark 4: 75%
	Benchmark 5: 100%	Benchmark 6: 100%	Benchmark 7: 93%	Benchmark 8: 100%
	Completion date: July 2024			
	Benchmark 1: 100%	Benchmark 2: 100%	Benchmark 3: 100%	Benchmark 4: 100%
	Benchmark 5: 100%	Benchmark 6: 100%	Benchmark 7: 100%	Benchmark 8: 100%
	Benchmark 4: All/the overwhelming majority of students by the time they leave school, have meaningfully experienced career learning as part of:			

Compass - Priority Benchmarks:

- English lessons
- Maths lessons
- Science lessons
- PSHE lessons

Benchmark 2:

Ensuring the majority of students have used up-to-date and appropriate career & labour market information to help inform career/progression paths.

Benchmark 1:

Is it evaluated using systemic feedback from parents/carers?

LMI - Local and Regional Context:

LMI:

- 69.4% employment rate behind national average of 75.5% across Britain
- 4.4% Unemployment rate is higher than national average at 3.6%
- 5.8% Claimant rate is higher than national average at 3.7%

Growth Sectors:

- 26% work in public sector compared to 18% nationally
- 74% work in private sector compared to 82% nationally
- Largest sectors are Health 19% (compared to 13.3% nationally), Retail 12% (compared to 14.3% nationally) and Accommodation and food services 10% (compared to 7.5% nationally)

FE/HE provision:

- 7.9% with no qualification which is higher than national average at 6.4%
- Higher proportion of learners completing NVQ3 and 4 than nationally
- Lower proportion of learners completing NVQ2 and NVQ2 than nationally
- Lower apprenticeship achievement rate than nationally (161 per 100,000 vs 174 per 100,000)
- Lower attainment results at KS4 (45.3% vs 48.9%) and university level than nationally (45% vs 46.8%)

Labour Market headline indicators - Liverpool City Council

Strength of Careers Provision SOAR

<p><u>Strengths</u></p> <ul style="list-style-type: none"> • Identified Careers Leader • (middle leader) reporting to SLT Link: Deputy head teacher) • Named Enterprise Coordinator and Link governor • SLT Buy-in – CEIAG named on School Improvement Plan (SIP), commitment to Quality in Careers Standard • Independent careers advisor – Careers connect • 3/8 Benchmarks at 100% • Met PAL legislation 2023/24 • Work experience KS4 	<p><u>Opportunities</u></p> <ul style="list-style-type: none"> • Whole School Responsibility for Careers – Subject leaders • Parental Engagement – further develop through coffee mornings, evaluations, events etc • Staff CPD delivered in response to deep dives – opportunities to develop this with Young Enterprise • To develop further links with Chester university – agree visit date • Creating own financial and careers education agenda through school shop and bank.
<p><u>Aspirations</u></p> <ul style="list-style-type: none"> • Require a named Enterprise Advisor • To have subject related career activities inc link symbol. • To have a broader network of work experience providers • To create a SEND network of schools in St Helens to support education, training and employment opportunities. • To develop an in-house careers advisor/work experience coordinator who has a deep understanding of SEND, Autism, EHCP and communication tools to fully support choices and next steps. • Development of careers offer through 'Puddle Project' 	<p><u>Results</u></p> <ul style="list-style-type: none"> • Destinations data demonstrates most of our learners go onto further education or employment. (1 NEET) • Deep dive data demonstrates some staff require support regarding resources, key people and information. Learners are making progress and engaged in their sessions. • Careers progress data shows that learners are making good progress. • Learner financial and careers education questionnaire states that learners require support with spending and saving money

<ul style="list-style-type: none"> To explore use of online programme to support careers provision e.g. skills builder. 	<p>and exploring career pathways and confidence in completing a job.</p> <ul style="list-style-type: none"> Staff financial and careers education questionnaire states that learners require support with value of money, understanding time in relation to money and budgeting.
<p style="text-align: center;">Key priority/action areas from SOAR:</p> <ul style="list-style-type: none"> Subject related careers activities Pilot study for careers and financial education. 	

Key strategic objectives

Vision:

CEIAG is essential for our young people at Wargrave House School in supporting them in their preparation for adulthood. We aim to provide a personalised, holistic and robust agenda which connects learning to career readiness. We are dedicated to CEIAG ensuring that learners work towards developing the right skills, experience and qualities to prepare learners for their next stage of education, training, employment and adulthood.

Current State:

SOAR analysis including destinations data identifies that Wargrave has several strengths, supported by results and opportunities for development. Key aspirations include embedding careers across subjects, SEND careers advisor and SEND school careers network. We have achieved 100% in 3/8 benchmarks, key priority benchmarks include benchmark 2 and 4 exploring career pathways and LMI and embedding careers across the curriculum.

Whole School/College Objectives:

Wargrave has been working on developing the Individual Education Plan (IEP) and linking the information into the young peoples' annual review. Careers could support this development as it is a key focus area on the EHCP (preparation for adulthood). Key areas for school improvement plan include development of CEIAG model including management and transition. Key development area based on Ofsted (2019) assessment of prior and learnt knowledge in subject areas.

Key Strategic Objectives:

- 1: Whole School Objective:** To develop careers and financial education through Wargrave school shop and bank project.
- 2. Subject objective:** To embed careers across subject areas through career related activities and opportunities including 'Puddle Project'.
- 3. Subject objective:** To develop a SEND specific support network for advice, work experience and progression routes.

Wargrave House School Strategic Careers Plan

Vision Statement: Our main goal is to develop a long-term management plan embedded in every aspect of learning. We are dedicated to developing our careers service, work experience offering and business links to support us in delivering a truly exceptional careers programme.

Date of last review: May 2024

Date of next review: May 2025

Wargrave House School : Key Strategic Objectives

1	<p>1: Whole School Objective: To develop careers and financial education through school shop and bank project. Provide support from local companies e.g Barclays Bank and Aldi, training and experiencing workplaces. Develop pilot project utilizing Remarkable Ltd e.g recruitment process and Wargrave School values and 'preparation for life curriculum' to support EHCP process</p>
2	<p>2. Subject objective: To embed careers across subject areas through career related activities.</p> <p>Subject areas to identify current coverage of careers</p> <p>Develop career-related activities/events e.g STEM days, World book day, My Money Week etc</p> <p>Explore use of online platform to support delivery of careers programme e.g. skills builder. Develop</p> <p>careers offer through exploring how 'Puddle Project' can enhance careers education.</p>
3	<p>3. Subject objective: To develop a SEND specific support network for advice, work experience and progression routes.</p> <p>Develop a network of schools to offer careers fairs/ provision fairs catering for learners with SEND in local area. Explore support in school including SEND specialist careers advisor/work experience coordinator and businesses to offer SEND work placements.</p>

Wargrave House School Career Leader: Yvette Carr	Date Strategic Careers Plan Created: 1.5.24	Date approved by SLT: ELT Summer 1	Date approved by Governors: Summer 1 Governors Meeting	Proposed Review Date: 1.5.25
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Strategic Careers Plan - Academic Year: 2023-24

Objectives	Actions, including CPD	Responsible	Time	Outcomes	Progress
<i>"What are the problems you are trying to solve?"</i>	<i>"What would solve the problem?"</i>	<i>"Who is responsible for each action?"</i>	<i>"When do you aim to have this completed by?"</i>	<i>"What would success look like?"</i>	
To develop and embed a progressive careers and financial education strategy across KS2-KS4.	A well-planned strategy that has clear elements for each phase of education with well thought out training and support for staff and learners.	SLT Career Lead Phase Leads	Summer 2024	Learners who have good knowledge and understanding of the importance of careers and financial education.	In progress
	An embedded approach that includes Wargrave Values to promote the strategy across the school day.	Phase Lead for PD	Summer 2024	(Solar data/Learner voice/Annual review contribution)	In progress
			January 2025	Destinations data	In progress

	A broad and robust 'Preparation for life' curriculum that includes clear assessment framework for finance and employability strands.	Curriculum and Assessment Lead, SENCO, Phase Leads		that demonstrates learners have gone onto employment or further training post 16. Improved attendance, decrease in behaviour data	
To develop and embed a robust careers provision across subject areas through themed career related activities, events and use of 'Puddle Project'.	Subject leaders to complete a careers audit based on Gatsby Benchmarks.	Careers lead Subject leads	Summer 2024	Subject leads will have good understanding of Gatsby Benchmarks and closed gaps within provision for careers. Learners are able to identify career progression routes related to specific subjects. (Learner/staff voice,	Complete
	Develop a school calendar of thematic events for all subject areas across the year and use of puddle facilities.	SLT	September 2024		Not started
	Create a detailed plan of how the Puddle project can be utilised to support careers provision across school.	Careers lead Subject leads	October 2024		Not started

	Implement careers related activities into themed events and explore possible impact of online platforms e.g. skills builder on careers programme.	Careers lead Subject leads	Spring 2025	improved progress- Solar data, destination data)	
To develop a vigorous SEND specific support network across local area for personalised learner advice, work placements and progression routes.	Make links with local special schools to support themed events for education, training and employment. Network with local businesses to create well-planned and personalised work experience placements for KS4 learners across the term/year.	Careers lead Careers lead KS4 Phase lead	Summer 2024 Spring 2025 September 2024	Network of special schools who share events, information, CPD etc. Network of businesses who support young people with SEND in a personalised work placement. Employment of SEND careers	In progress Not started Not started

	Explore options to develop and train a SEND specific careers advisor/work ex coordinator in house who can advise personalised progression routes.	SLT Careers lead		advisor. (CPD calendar/school calendar, parent/learner/staff feedback, Annual review contribution, destination data.)	
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