

**Careers Education Development Plan 2023-2024**

**Improvement Area: Improve pupils’ personal development, welfare and safety**

Ensure that CEIAG is well coordinated across the curriculum in all Key Stages. Equip students with sufficient knowledge and skills to make informed decisions prior to key transitions.

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| **Intent** | **Implementation and Monitoring** | **Impact** |
| A greater Personalised Approach(Gatsby 3 & 8)<CPD/Training focus> | * 1:1 Guidance interview for every Year 11 student.
* Train guidance staff on how to create a maintain at risk target list for external specialist support (CSW).
* Staff in the Careers Department to undertake guidance training L2, L4 and progress on to L6 apprenticeship.
* Introduce first aid/transferable skills to Year 8 PSHE programme.
 | * Students have an improved understanding of their next steps.
* The Academy NEET figure remains below the national average.
* Meets GATSBY Benchmarks – 100%.
* Improved levels of staff confidence in using Excel.
* Staff are confident at delivering materials to a range of pupils.
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| Increase encounters with employers and employeesLinking CEIAG to curriculum (Gatsby 4 & 5)<Department procedure/ process focus> | * Launch work experience programme for Year 10.
* Create CEIAG team building/independent learning activities for Year 9 Tutor programme.
* Introduce mock interview activity to Year 11 PSHE programme.
* Obtain feedback from Stakeholders in regards to new initiatives
 | * Increasing students’ awareness of employer needs.
* Meets GATSBY Benchmarks – 100%.
* Increased Awareness of CEIAG programme.
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| Literacy (3) <Whole school/ Trust focus> | * Introduce themes to the libraries for each term (x6 per year).
* Create a central system to record the Form/ Year groups text allocations.
* Look at financial allocation to library service and improve the range of reading/ engagement materials.
* Feedback/evaluations on texts from staff and students.
* Introduce Work Experience Application feedback (literacy focus) to students.
* Introduce literacy-based worksheet linked to Careers Newsletter.
 | * Increased activity participation.
* Increased learners' understanding of the benefits to improved literacy.
* Meeting the needs of all learners.
* Increased number of pupils accessing library facilities.
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