

**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. |
| Increase encounters with employers and employees  Linking 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. |
| 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. |