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.

Intent	Implementation and Monitoring	Impact
Improve students learning experience to enhance knowledge & subject understanding: *A greater Personalised Approach* (Gatsby 3 & 8) <CPD/Training >	▪ Library/ careers staff to undertake level 4 guidance training. ▪ Train Work Experience Officer to deliver First Aid at work to KS4 vocational subjects. ▪ Introduce First aid/transferable skills to SEND Nurture programme. ▪ Develop CEIAG teams' knowledge of Meta memory & meta cognition techniques to enhance students learning experiences.	▪ 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 delivering guidance. ▪ Students improve life chances/ work ready skills.
Increase encounters with employers and employees: *Linking CEIAG to curriculum* (Gatsby 2, 4 & 5) <Department procedure/ process>	▪ Introduce mock interview activity to Year 11 PSHE programme. ▪ Obtain feedback from Stakeholders in regards to new initiatives. ▪ Review trip & activities request procedures to	▪ Increasing students' awareness of employer needs. ▪ Meets GATSBY Benchmarks – 100%. ▪ Increased Awareness of CEIAG programme with local businesses. ▪ Staff feedback on trips request/ offsite process.
Develop CEIAG links with Literacy (Gatsby 3) <Whole school/ Trust>	▪ Re categorise reading books into genres: Introduce themes to the libraries for each term (x6 per year). ▪ Feedback/evaluations/ KPI introduction on texts from staff and students and review resource allocation. ▪ Introduce Year 8 literacy-based Enterprise & LMI Tutor activity. ▪ Reding support for Year 7 classes.	▪ Increased activity participation from both sites (compare to last year's stats). ▪ Increased learners' understanding of the benefits to improved literacy. ▪ Meeting the needs of all learners. ▪ Increased number of pupils accessing library facilities.