

Madeley School - CIAG Development Plan

Gatsby Benchmark		Action Required	Responsible	Date Required	Completed
Statutory Duty	Provider Access Policy on school website, including named Careers Lead and contact details	-Up date policy and add in Baker clause statement Baker clause statement on website	LR	Sept 2019	Yes
Benchmark 1 A Stable Careers Programme	Careers programme is written down	-Careers programme is planned as part of the Personal Development programme for all years. -Need to add specific plan for overview of CEIAG	LR	Sept 2019 Feb 2021	Complete
	Is Approved by the board of Governors	-Yes but developments to be shared with academy councillors in September	LR	Update Feb 2021	Complete
	Has explicit backing of Senior Leadership	-LR is assistant principal	LR	Sept 2019	Yes
	Has resources allocated to it	-resources acquired through CEC funding and school budget. CEC funding to support careers champions – Career Ready resource for G4,5.	LR	Mar 2021	complete
	Has systematic monitoring in place	-all pupil CIAG activities logged and tracked against Gatsby Benchmarks -Key groups need to be targeted for opportunities - Activity gaps need to be targeted for all as well as specific activity gaps for key groups and individuals	LR	Sept 2022	Developing using START
Has both strategic and operational elements	-Strategic – this plan, PD overview, content plan for each year to show progression - Operational day to day development of the plan overseen by LR	LR Faculty leaders	July 2022	Ongoing	

	Is on the schools website with information aimed specifically at: <ul style="list-style-type: none"> • Students • Teachers • Employers • Parents/Carers 	-PD programme needs to be uploaded to the website with careers plan in it - career programme needs to be uploaded to website - CIAG areas exist but need updating for students, teachers, employers and parents	LR	Sept 2022	Yes
	Is evaluated for effectiveness at least every 3 years	-evaluation carried out last year so at the beginning of a 3 year cycle -evaluation to be carried out each year	LR	July 2022	Yes / ongoing
	Is evaluated using systematic feedback from: <ul style="list-style-type: none"> • Students • Teachers • Employers • Parents/Carers 	-need to make evaluation process standardised, formal and to all stakeholder. - feedback from FORMS for PD days -add feedback for John Knight - add feedback form for staff / parents / employers to website	LR	Sept 2022	Yes / ongoing
	Has identified lead individual with strategic responsibility for overseeing the programme	LR – Assistant principal	LR	Sept 2018	Yes
Benchmark 2 Learning from career and labour market information	Ensures the majority of students have used up to date labour market information to help inform study/ careers decisions	-Science template to be shared with faculty leads with LMI on from START - share with other staff in their departments - science example of careers lesson at the start of each topic at KS3	LR/Faculty leads	Sept 2022	Developing
	Encourages parents and carers to use career path and labour market information to aid the support given to their children	- include Links on website for parents to access LMI to National careers service data -information sent home to parents - updates on careers bulletin	LR/faculty leads	Sept 2022	No

Benchmark 3 Addressing the needs of each pupil	Raises aspirations of all pupils	-opportunities for all pupils to visit/ have talks from local FE/sixth form colleges / training and apprenticeship providers - all pupils to take part in at least 2 university visits while at MS -individuals and target groups to receive additional targeted opportunities	LR/HOY / Faculty Leads	July 2023 onwards	Developing post pandemic
	Challenges stereotypical thinking	-challenge stereotypes for careers with examples in PD -departments to raises awareness of STEM careers for girls/women and create opportunities for them -encourage pupils of both sexes to choose course that may be considered traditionally gender specific i.e health and social care. -webiste information -inform parents/carers about shortfalls in jobs typically aimed at a specific sex,i.e building trades, health care	-LR Subject leaders / STEM teachers Subject leaders, John Knight, Form tutors LR	July 2023	Developing Yes Yes No
	Keeps systematic records about their careers and enterprise experiences	-all pupil CIAG activities logged and tracked against Gatsby Benchmarks in compass + -Key groups need to be targeted for opportunities - Y7/8 will record activities in compass + - Explore locker in START – pupils take responsibility for their own locker	LR	Sept 2022 onwards	developing
	Enable pupils to access accurate records about their careers and enterprise experiences	-Pupils to log experience in START	LR	Sept 2022 onwards	NO

	Collects and maintains accurate data for each pupil on their destinations for 3 years after they leave school	-collect intended destination data throughout y11 - check on results day, and follow up after 6 weeks -check again after 12 months, 24 months -acquire destination data from colleges as pupils leave - Data in place for last 2 year cohort – beyond school difficult to track	LR/EL/John Knight	Update required by jun 2021	NO
	Shares the above mentioned data with the LA	- As required	LR/EL	ongoing	Yes
	Works proactively with the local authority and careers advisers to provide guidance to vulnerable pupils and SEND students	-target RONI, SEND,LAC,PP groups for initial Careers talks -additional follows ups with these groups – logged and tracked (reports updated) -liaise with external agencies / colleges for additional visits / support as required	LR/EL John Knight – changing Education	ongoing	Yes
Benchmark 4 Linking curriculum learning to careers	English	- Faculty leads to develop slides in departments to show links to specific jobs and national and local LMI data -maths careers of the month – invite in guests for BM4/BM5 - sharing good practice across all subjects (science at KS3) share with other staff in their departments -continue to use career Ready for those who are not engaging	LR Faculty leads	Sept 2022	Developing
	Maths				
	Science				
	PD				

Benchmark 5 Encounters with employers and employees	All the over whelming majority of pupils have at least one encounter with an employers every year they are in school	7	-Y7 big bang west midlands -speakers in PD / form time -Business sector of the half term links -specific targeted / department visits	LR faculty leads	July 2023	Developing
		8	-Y8 Big Bang NEC speakers in PD / form time - links with parents of form time -Business sector of the half term links -specific targeted / department visits	LR faculty leads	July 2023	Developing
		9	-speakers in PD / form time -Business sector of the half term links -specific targeted / department visits	LR faculty leads	July 2023	Developing
		10	-Skills Show NEC speakers in PD / form time -Business sector of the half term links -specific targeted / department visits	LR Faculty leads Subject leaders	July 2023	Developing
		11	speakers in PD / form time -Business sector of the half term links -specific targeted / department visits	LR faculty leads	July 2023	Developing
Benchmark 6 Experiences of workplaces	Have had a meaningful experience of a workplace by the end of year 11		- All y10 pupils to go on work experience for a minimum of 1 week - Virtual work experience offer I - Flexibility for pupils to go on outstanidng placements at different times	LR HOY heads fo faculty	July 2023	Developing
Benchmark 7 Encounters with further and higher education	Have had meaningful encounters with Sixth Form Colleges		-Y9 to experience visits from local sixth form local FE colleges to discuss options and pathways – in forms - Y10 pupils experience taster visits to our most popular post 16 destinations -Optional visits to other FE/Specialist providers -Y11 visits from colleges, sixth form schools and sixth form colleges – in forms	LR/EL	Planned in for 2022/23	Ongoing

	Have been provided with information about the full range of apprenticeships, including higher level apprenticeships	-small groups workshops and talks in school from an range of Apprentices and apprenticeship providers - raise profile through nat apprenticeship week -Engage with ASK apprenticeships	LR	ongoing	In place
	Have had meaningful encounters with universities	-All Y7 visit Staffordshire university as part of the big bang west midlands – will this run in future? -Y8 visit Keele university for a tour/ lecture / workshop experience -Y9 targetted trip to Harper Adams University -Create a second full year group for Y9 university trip summer 2023 -Y10 trip to staffs university Jan 2023 Arrange a Y10 Oxbridge trip for Y10 with targeted G&T and PP	LR/HOY/faculty leads	Planned for 2022/23 ongoing	Developing
	Have had meaningful encounters with general and further education colleges	See above	LR		
	Have had meaningful encounters with independent training providers	-Independent training providers visit during assemblies or as part of the Personal Development programme in Y9/10/11 (achieve/ Martec)	LR/EL	Planned for 2022/23	ongoing
	Have had at least two meaningful visits to universities to meet staff and students	As above	LR		
Benchmark 8	Have had an interview with a professional and impartial careers adviser by the end of year 11	-All Y10 to see John Knight from Changing Education our careers and work experience provider as part of the preparing for work experience programme -All Y11 pupils have a least 1 interview with John knight in preparation for the transition to post	LR/John Knight/EL	Inplace and ongoing	Developing

		16 education employment or training. Most pupils will have two or more.			
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