



TORQUAY BOYS' GRAMMAR SCHOOL

TBGS CEIAG Strategic Action Plan

Careers Education Information Advice Guidance

Approved by: Mr P Lawrence. Date: February 2023

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Statement of Intent

The constantly evolving worlds of work, training and employing mean that careers guidance is a vital part of young people's education and development. There has never been a time when students have needed a more varied and complex set of skills, experiences and knowledge to ensure they are aware of and able to take advantage of the opportunities and challenges they will face.

At TBGS We believe that the aims of the curriculum should focus on the knowledge, qualities and skills learners need to succeed in school and beyond. The curriculum should:

- Enable students to enjoy learning for its own sake, to develop their creative talents and to fulfil their intellectual potential.
- Provide each individual with the knowledge and skills to respond to a changing world with confidence and humility.
- Encourage students to be reflective, open-minded and principled, so that they can make a positive contribution to their community and the wider world

With these aims in view, the **intent** of **Careers Education, Information, Advice and Guidance** (CEIAG) is to enable students to acquire a firm foundation of essential knowledge, understanding and skills alongside a commitment to lifelong learning as career paths continue to change and new knowledge and abilities are required. It engages students in a process which enables them to appreciate the skills they have gained and understand how they fit together, helping them to make ambitious decisions wisely throughout their lives particularly relating to education, training and employment.

Gatsby Benchmarks:

TBGS has a duty to adhere to the Statutory Guidance published in 2021 and to continue working towards achieving the eight Gatsby benchmarks.

These are:

- 1: A Stable Careers Programme
- 2: Learning from Career and Labour Market Information
- 3: Addressing the Needs of Each Pupil
- 4: Linking Curriculum to Careers
- 5: Encounters with Employers and Employees
- 6: Experiences of Workplaces
- 7: Encounters with Further and Higher Education
- 8: Personal Guidance

Strategic Objectives

Objective 1 – Promote and increase careers education in the curriculum across all year groups.

Benchmarks: 1,2,3,4,7

- Encourage and support all staff to work in their faculties to organise and lead CEIAG events and initiatives in their subjects
- All faculties to continue to incorporate careers and LMI into lessons/SOW by September 2023

Objective 2 – Increase student and parental involvement and confidence in careers planning.

Benchmarks: 2,3,6

- Continue to develop online platforms and resources to all year groups to all students to access information and build a portfolio of achievements and successes that can be used on leaving TBGS.
- Outline Post 16 and post 18 pathways through events and meetings (e.g. a careers fair, sixth form taster sessions and subject-led meetings)
- Continue to increase use of surveys on careers provision from both parents and students as well as other stakeholders
- Introduce and make use of a TBGS Careers Twitter for parents/carers

Objective 3 – Develop a programme of encounters to meet the individual needs of all students by developing a network of employers and educational providers to support learning.

Benchmarks: 3,4,5,6

- Continue to develop links with organisations and build on existing relationships
- Through Careers Hub membership further develop resources and best practice for CEIAG

Current state

CEIAG is overseen by one staff member who has overall responsibility as Careers Leader for the school and an independent careers consultant who works with students to help think about how education and training can help them reach their goals. One member of non-academic staff helps to provide administrative support. SMT fully supports the provision and ongoing development of CEIAG at TBGS with goal of raising aspirations and outcomes for all students.

TBGS continues to develop its CEIAG programme including working hard to embed Careers throughout the school. We are members of the Heart of the South West Hub and have fully achieved 3 of the Gatsby Benchmarks as of July 2021. Despite the challenges and disruptions caused by the recent COVID-19 pandemic we continue to work towards achieving all 8 of the Benchmarks.

Plan

Objective 1 – Promote and increase careers education in the curriculum across all year groups.

Benchmarks: 1,2,3,4,7

Year	Targets	Actions
2022-2023	Support all staff/subjects to continue to include CEIAG in their subject areas. Increased use of Compass+ and Careers Pilot by staff through Careers Champions	Careers Champions to help audit subjects. Information used to help subjects to begin further planning for years 7-13 which references careers (including LMI) Further instruction/CPD on Compass+ and Careers Pilot starting with Champions. Increased use by staff to record lessons, events activities etc.
2023-2024	Full implementation of CEIAG episodes across all subjects Careers Pilot used across the school Compass+ and potentially Careers Pilot used across the school	All staff referencing careers in lessons at appropriate points. Curriculum wide signposting of topics/career-related learning across subjects. Links, suggestions to recording on Careers Pilot. All staff able to make use of Compass+ to record Careers learning where appropriate
2024-2025	Subjects design and lead CEIAG initiatives in their subject areas	Careers plans reviewed and developed by subjects to incorporate LMI and facilitate use of Careers Pilot

	Careers Pilot use widely in school.	Staff using the TBGS careers signposting to introduce lessons and information
	Compass+ used widely in school	Compass+ used widely

Objective 2 – Increase student and parental involvement and confidence in careers planning.

Benchmarks: 2,3,6

Year	Targets	Actions
2022-2023	<p>Increase Careers information and activities during registration.</p> <p>Survey stakeholders on CEIAG at TBGS.</p> <p>Raise the profile of Careers Education at TBGS</p>	<p>Create resources and organise sessions during tutor time to explain Careers Pilot and get students in all Year Groups registered</p> <p>Increase use of surveys of students and parents at key points in the year to inform further planning</p> <p>Update the information on the school website Promote CEIAG via the TBGS Careers Twitter Feed</p>
2023-2024	Increased opportunities for parents to receive Careers information	Plan and offer information sessions where/ if appropriate.
2024-2025	<p>Students increasingly confident with online platforms.</p> <p>Increased awareness of pathways for all students.</p>	<p>All students using Teams and Careers Pilot</p> <p>Virtual platforms alongside ongoing events (eg Careers Fairs, subject-specific events) providing full coverage of pathways and opportunities</p>

	Increased avenues of sharing information with parents.	Parents aware of and engaged with a variety of resources/events tailored to stakeholder needs.
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Objective 3 – Develop a programme of encounters to meet the individual needs of all students by developing a network of employers and educational providers to support learning.

Benchmarks: 3,4,5,6

- Continue to develop links with organisations and build on existing relationships
- Through Careers Hub membership develop resources and best practice for CEIAG

Year	Targets	Actions
2022-2023	Continue building relationship with Enterprise Advisor and develop relationship with new Enterprise Coordinator	Involve Advisor more regularly in school. Meet MOI terms for HoTSW Hub.
	Continue to develop links with organisations and build on existing relationships	Meet with organisations/individuals through school, HUB, local CEIAG partnership.
	Increase the variety of businesses and organisations TBGS works with	More interaction with training/education providers. Use compass+ to Identify any gaps that need to be filled
	Use Compass+ to track careers interactions of all students in all year groups as appropriate	Identify groups or students in need of additional support and put this into practice.
2022-2023	Work more closely with the Enterprise Adviser	Consult with stakeholder to consider the most beneficial way to continue to develop the Adviser's involvement
	Continue to increase the range of businesses and	Continue to make use of Compass+ to monitor and record the range and details

	<p>organisations TBGS works with.</p> <p>Work effectively within the Hub to share resources, contacts and best practice</p>	<p>of businesses and organisations TBGS works with.</p> <p>Continue to engage fully with the HoTSW Careers Hub.</p>
2023-2024		

Monitoring and Evaluation

Monitoring

The careers programme at TBGS is delivered through a variety of activities including; drop-down days across years 7-13, as part of the tutorial programme, within curriculum areas as well as bespoke opportunities, activities and events offered by external agencies, businesses and employers.

By having a structured programme of events, monitoring and evaluation allows us to ensure the quality of our provision and this inform our future decision making.

Monitoring activities adopted by TBGS include

- Monitor transitions programmes
- Careers Education Framework delivery
- Compass+ monitoring pupils' engagement in the careers programme linked to the Gatsby Benchmarks throughout their time at the school.

Evaluation

Evaluation activities are used to measure the impact of our careers programme and inform planning of future events.

- Destination data

- Analysis of whole-school careers tracking
- Feedback from personal guidance interviews
- Lesson observations
- Questionnaires - students, staff, parents & carers, external agencies

All stakeholders are welcome to feedback on the careers strategy and programme to the Careers Leader whose details are available on the school website.