



St Paul's Catholic School

Careers Policy

Approved by:

Governing Body

Date: 25th September 2024

Last reviewed on:

25th September 2024

Next review due by:

24th September 2025

Overview

At St. Paul's Catholic School, all students are given the information, guidance and skills they need to make the best choices for their future so that every student, regardless of background or personal circumstance can achieve and aspire to be the best they can be and achieve their full potential. All careers research indicates that parents/carers are the number one influence in the career plans of their child and from Year 7 – 13. Our students are offered a variety of opportunities to develop their career aspirations in a range of creative ways throughout their time at St. Paul's.

We are committed to meeting all aspects of the Gatsby Career Benchmarks for outstanding careers provision and to address all requirements of the new Careers Strategy from the Department of Education. St. Paul's Catholic School has an identified Assistant Principal with a responsibility of overseeing the Careers Leader. In addition, we are committed to a model where all members of our school community play an important role in shaping the future for all of our young people.

Students have access to a range of careers support delivered through a variety of ways including: dedicated careers sessions during PHSE, the curriculum, interactive workshops, drama productions, careers fairs, employer talks, guest speakers, business mentoring and trips to colleges and universities, as well as through a dedicated 'Careers week'. All Year 11 students have a one-to-one guidance appointment with both the Careers Leader and an external Level 6 Careers Advisor as required by Gatsby Benchmark 8 before they make their Post 16 choices. Students can request a guidance appointment at any time throughout their academic life. Students are offered support at key transition points such as Year 8 Pathways, Year 11 career planning and throughout their time in the 6th Form. Parents are welcome to raise any questions about careers with staff at the school as well as being able to make an appointment and speak to the Careers Leader. The Careers Leader will also be available at Year 11 parent evenings, Sixth Form Open Evening and Year 8 Options evening to provide any further careers support as required.

Vision

At St Paul's we are proud of our school's mission statement; 'to celebrate our diversity' and 'to seek high expectations of ourselves and of others.' This is grounded in the belief that every student, regardless of background or personal circumstance can achieve and aspire to be the best they can be. Our vision for Careers and Employability provision is a key part of the overall vision of the school. St. Paul's has a very positive careers provision, and we are highly ambitious for all members of our school community. We will continually strive to build on our fully comprehensive and inclusive approach to careers and employability from Year 7 – 13. Central to our vision is the aspiration that our students are able to, compete for employment in a global market whilst enjoying fulfilling and productive career paths and making a major contribution to their community.

Current Provision

Currently, students at St. Paul's have a broad range of opportunities to learn about a variety of career pathways through a range and variety of experiences. This ranges from: HE fairs, assemblies; specialist talks; trips and excursions and through our careers week whereby every subject delivers lessons to educate young people on the career opportunities pertinent to their

subject area. In addition, there are a range of different opportunities (detailed below) which are also integrated into the students' school experience to guide their career options.

Year Group	Advent Term (Autumn)	Lent Term (Spring)	Pentecost Term (Summer)
Year 7	<ul style="list-style-type: none"> • Opportunities for students to attend Widening Participation events at local colleges and universities • St Paul's Careers Week – All students are taught about different career pathways relating to their subject lessons across the curriculum. A full week of activities and assemblies over all year groups with opportunities to engage with higher education, apprenticeships and employers 	<ul style="list-style-type: none"> • Assemblies/Group sessions with professionals from different career areas. • Opportunities for students to attend Widening Participation events at local colleges and universities 	<ul style="list-style-type: none"> • Opportunities for students to attend Widening Participation events at local colleges and universities
Year 8	<ul style="list-style-type: none"> • Opportunities for students to attend Widening Participation events at local colleges and universities • St Paul's Careers Week – All students are taught about different career pathways relating to their subject 	<ul style="list-style-type: none"> • Assemblies/Group sessions concentrating on apprenticeships and technical qualifications (to be completed before options program begins) • Opportunities for students to attend Widening Participation events 	<ul style="list-style-type: none"> • Careers and options tutor interviews for all Year 8 students. • KS4 Options event • Options evening to include careers presence -Overview of post 16 options for pupils and parents/carers, to include: A levels, Applied General Qualifications (e.g.,

	<p>lessons across the curriculum. A full week of activities and assemblies over all year groups with opportunities to engage with higher education, apprenticeships and employers</p>	<p>at local colleges and universities.</p>	<p>BTECs), technical/vocational qualifications, apprenticeships, traineeships and supported internships.</p>
Year 9	<ul style="list-style-type: none"> St Paul's Careers Week – All students are taught about different career pathways relating to their subject lessons across the curriculum. A full week of activities and assemblies over all year groups with opportunities to engage with higher education, apprenticeships and employers 	<ul style="list-style-type: none"> Opportunities for students to attend Widening Participation events at local colleges and universities or workplaces (particularly those offering apprenticeships) Assemblies/Group sessions with professionals from different career areas. 	<ul style="list-style-type: none"> Opportunities for students to attend Widening Participation events at local colleges and universities or workplaces (particularly those offering apprenticeships)
Year 10	<ul style="list-style-type: none"> St Paul's Careers Week – All students are taught about different career pathways relating to their subject lessons across the curriculum. A full week of activities and assemblies over all year groups with opportunities to engage with higher 	<ul style="list-style-type: none"> Mock interview experience Assemblies/Group sessions with professionals from different career areas, information about apprenticeships and technical qualifications. Opportunities for students to attend 	<ul style="list-style-type: none"> World of work week to include workplace visits, information from apprenticeship providers, universities, industry experts and careers professionals. Assemblies/Group sessions with professionals from different career areas, information about apprenticeships and

	<p>education, apprenticeships and employers</p> <ul style="list-style-type: none"> Higher education fair offering students the opportunity to speak to a range of representatives from across all fields of post 16 study (including apprenticeships) 	<p>Widening Participation events at local colleges and universities</p>	<p>technical qualifications.</p>
<p>Year 11</p>	<ul style="list-style-type: none"> One to one interviews conducted offering impartial advice and guidance on careers and course routes Progression evening for all students to learn about routes into work, options, choices and pathways in relation to post 16 and post 18 study (including apprenticeships) Higher education fair offering students the opportunity to speak to a range of representatives from across all fields of post 16 study. 6th Form taster day- students are 	<ul style="list-style-type: none"> One to one support for all students to support their PS16 application and impartially support students to review the choices made Apprenticeship and alternative routes sessions for students to guide on the application process and registering on the National Apprenticeship strategy website (to be completed before 28 Feb) Students attend Widening Participation events at local universities offering students advice and guidance on Higher Education (to be completed before 28 Feb) Widening Participation events 	<ul style="list-style-type: none"> One to one support for all students to support their progressing PS16 applications and interviews.

	<p>provided with A Level taster lessons to inform Post 16 choices.</p> <ul style="list-style-type: none"> • St Paul's Careers Week – All students are taught about different career pathways relating to their subject lessons across the curriculum. A full week of activities and assemblies over all year groups with opportunities to engage with higher education, apprenticeships and employers 	<p>ran by Oxbridge Universities offering students advice and guidance on the application process and participation in a STEM based taster lesson (to be completed before 28 Feb)</p> <ul style="list-style-type: none"> • Assemblies/Group sessions with professionals from different career areas, information about apprenticeships and technical qualifications (to be completed before 28 Feb) 	
Year 12	<ul style="list-style-type: none"> • One to one interviews conducted offering impartial advice and guidance on careers and course routes. • Progression evening for all students to learn about routes into work, options, choices and pathways in relation to post 18 study (including apprenticeships) • St Paul's Careers Week – All students are taught about 	<ul style="list-style-type: none"> • Students attend Widening Participation events at Oxbridge Universities offering students advice and guidance on the application process. • All students to attend a UK University and Apprenticeship fair to support Post 18 choices. 	<ul style="list-style-type: none"> • Assemblies/Group sessions with professionals from different career areas, information about apprenticeships and technical qualifications. • Students attend Widening Participation events at local universities offering students advice and guidance on Higher Education.

	<p>different career pathways relating to their subject lessons across the curriculum. A full week of activities and assemblies over all year groups with opportunities to engage with higher education, apprenticeships and employers</p>		
<p>Year 13</p>	<ul style="list-style-type: none"> • One to one interviews conducted offering impartial advice and guidance on careers and course routes. • Progression evening for all students to learn about routes into work, options, choices and pathways in relation to post 18 study (including apprenticeships) • St Paul's Careers Week – All students are taught about different career pathways relating to their subject lessons across the curriculum. A full week of activities and assemblies over all year groups with 	<ul style="list-style-type: none"> • One to one support for all students to support their UCAS application and impartially support students to review the choices made • Assemblies/Group sessions with professionals from different career areas, information about apprenticeships and technical qualifications (to be completed by 28th Feb) 	<ul style="list-style-type: none"> • Assemblies/Group sessions with professionals from different career areas, information about apprenticeships and technical qualifications. • One to one support for all students to support their progressing applications and interviews.

	<p>opportunities to engage with higher education, apprenticeships and employers</p> <ul style="list-style-type: none"> • One to one support for all students to support their UCAS application and impartially support students to review the choices made 		
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At St. Paul's we are committed to implementing the Eight Gatsby Benchmarks across Years 7-13, the benchmarks are detailed below:

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

For further information and a comprehensive overview of each of The Gatsby Benchmarks, please see:

<https://www.gatsby.org.uk/education/focus-areas/good-career-guidance>

Compass+ is a self-evaluation tool, created in partnership with The Careers and Enterprise Company, which helps schools to gain a greater understanding of how their provision of career education and guidance compares to the model of good practice set out in Gatsby's Good Career Guidance benchmarks.

Our Careers Leader and Assistant Principal meet and evaluate the Careers Program and activities within Compass+ at least once each term where the results are reviewed, and an action plan is set in areas where we are not fully meeting the preferred benchmark score of 100% (by the end of 2022-2023 academic year average achievement of the Benchmarks nationally stood at 5.5 out of 8)

Section 4: Objectives and action plan

How we are providing good career guidance (Gatsby Report 2014) Benchmark		Short term priorities Targets for the academic year 2024-2025	Medium term goals Targets for the academic years 2024-2026	Long term goals Targets for the academic years 2024 onwards
1. A stable careers programme	Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers, governors and employers.	<p>Review of the careers teaching integrated into the delivery of the curriculum in all subjects. (ZM/NCO/HOF's)</p> <p>An evaluation and review of the delivery using the Compass tool to be completed by the end of each term (ZM/NCO)</p> <p>Compass results to be published on the website (ZM/CM)</p> <p>Develop St Paul's Careers Week making sure all subjects embed careers learning throughout the week (ZM/NCO)</p> <p>Feedback to be collected from all stakeholders: students; staff; parents; employer links annually. (ZM/NCO)</p>	<p>Periodic delivery of staff training via CPD and organisations suggested by the Careers and Enterprise Company to connect careers with the classroom. (ZM/NCO)</p> <p>An evaluation and review of the delivery using the Compass tool to be completed by the end of each term (ZM/NCO)</p> <p>Compass results to be published on the website (ZM/CM)</p> <p>Embed St Paul's Careers Week within all subjects ensuring the event is fully co-ordinated within all subjects (ZM/NCO)</p> <p>Feedback to be collected from all stakeholders: students; staff;</p>	<p>To make sure that careers provision continues to be fully integrated into the curriculum 11-18 to ensure that all students have accessed all of the required touchpoints, visits and support throughout their time at St Paul's (ZM/NCO)</p> <p>An evaluation and review of the delivery using the Compass tool to be completed by the end of each term (ZM/NCO)</p> <p>Compass results to be published on the website (ZM/CM)</p> <p>Continue to grow St Paul's Careers Week within all subjects ensuring the event is fully co-ordinated within all subjects (ZM/NCO)</p>

			parents; employer links annually. (ZM/NCO)	Feedback to be collected from all stakeholders: students; staff; parents; employer links annually. (ZM/NCO)
2. Learning from career and labour market information	Every pupil, and their parents, should have access to good quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.	<p>Annually review and update high quality careers and employability information on school website for all stakeholders (ZM/TGH/CM)</p> <p>Make sure that we have providers from a wide variety of education/apprenticeship providers and employers exhibiting at the annual Future Choices event for Years 10-13. (ZM)</p> <p>Arrange appropriate visits for each year group by employers/colleges/apprenticeship providers to make sure all students (Yr 7-13) receive the required number of touchpoints by published dates. (ZM)</p> <p>Publish a weekly email to appropriate year groups which includes information regarding post</p>	<p>Annually review and update high quality careers and employability information on school website for all stakeholders (ZM/TGH/CM)</p> <p>Increase availability of information about future study options and labour market opportunities and information (LMI) at parents' evenings and school events. (ZM)</p> <p>Publish a termly Careers Newsletter to celebrate previous activities, information on the careers program for the following term, links to careers based extra-curricular activities (ZM)</p>	<p>Annually review and update high quality careers and employability information on school website for all stakeholders (ZM/TGH/CM)</p> <p>Arrange apprenticeship information events for parents and students in Years 11/12 and 13 to lay out all next step options. (ZM/NCO/FBH)</p> <p>Progress monitored using the Compass+ at the end of each term (ZM/NCO)</p>

		<p>16 and 18 choices, coaching and support (such as webinars) (ZM)</p> <p>Progress monitored using the Compass+ at the end of each term (ZM/NCO)</p>	<p>Progress monitored using the Compass+ at the end of each term (ZM/NCO)</p>	
3. Addressing the needs of each pupil	<p>Pupils have different career guidance needs at different stages.</p> <p>Opportunities for advice and support need to be tailored to the needs of each pupil. A school's careers programme should embed equality and diversity considerations throughout.</p>	<p>Careers programme will ensure that 100% of students are given specific guidance about choices through one to one tutor meetings for Year 8 Pathways before; Year 11 career planning through PSHE, assemblies and in Years 12 and 13 by mid-January of each year (ZM/NCO)</p> <p>Additional guidance for students needing extra support as identified by the Careers Leader, HOY and any member of staff who feel a student needs more support (ZM)</p> <p>Progress monitored using the Compass+ at the end of each term (ZM/NCO)</p>	<p>Careers programme will continue developing to ensure that students are given specific guidance about choices at all years – specifically Year 8, Year 11 career planning and in Years 12 and 13 (ZM/NCO)</p> <p>Progress monitored using the Compass+ at the end of each term (ZM/NCO)</p> <p>Progress monitored using the Compass+ at the end of each term (ZM/NCO)</p>	<p>An over-arching Careers programme will ensure that students are given specific guidance about choices in all years in order to develop informed choices at all key points by July 2021. (ZM/NCO)</p> <p>Progress monitored using the Compass+ at the end of each term (ZM/NCO)</p>
4. Linking curriculum learning to careers	<p>All teachers should link curriculum learning with careers. STEM subject teachers should highlight the</p>	<p>Organise CPD on Benchmark 4 in agreement with Principal/ Vice Principal to highlight the benchmark, encourage and if required facilitate possible future curriculum links with outside</p>	<p>Investigate possibility of a Careers Hub which allows all teaching staff easier access to the Careers Leader in a more visible area and to create a</p>	<p>Create a Careers Hub which allows all teaching staff easier access to the Careers Leader in a more visible area allowing constant access to relevant</p>

	<p>relevance of STEM subjects for a wide range of future career paths</p>	<p>businesses and employers. (ZM/NCO)</p> <p>Arrange drop-in sessions for teachers/curriculum leaders to discuss integration of careers within the curriculum to make sure we are meeting BM 4 (ZM)</p> <p>Develop partnerships via LLEP (ZM/NCO/NG)</p> <p>Progress monitored using the Compass+ at the end of each term (ZM/NCO)</p>	<p>specific 'library' for resources. (ZM/NCO/SLT)</p> <p>Business breakfast to be established as an annual event to further partnerships between business and staff at the school. (ZM/NCO)</p> <p>Develop links between LLEP advisor and business associates with specific areas of the curriculum e.g. Maths (ZM/NCO/NG)</p> <p>Progress monitored using the Compass+ at the end of each term (ZM/NCO)</p>	<p>teaching materials and support. (ZM/NCO/SLT)</p> <p>Student, staff and parental engagement with business partners established throughout the school in an overarching program that is shared and understood by all stakeholders. (ZM/NCO)</p> <p>Progress monitored using the Compass+ at the end of each term (ZM/NCO)</p>
<p>5.Encounters with employers and employees</p>	<p>Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers,</p>	<p>All students to have received the required number of employer and employee contacts in a timely manner in line with the provider access policy (and as outlined by government guidance) (ZM/NCO)</p> <p>Weekly distribution of 'Job of the week' to be incorporated within Form Time (ZM)</p>	<p>All students to have received the required number of employer and employee contacts in a timely manner in line with the provider access policy (and as outlined by government guidance) (ZM/NCO)</p> <p>Further embed careers and employability activities into the calendared 'Careers Week' (ZM/NCO)</p>	<p>All students continue to receive and exceed the required number of employer and employee contacts in a timely manner in line with the provider access policy (and as outlined by government guidance) (ZM/NCO)</p> <p>Progress monitored using the Compass+ at the end of each term (ZM/NCO)</p>

	mentoring and enterprise schemes.	Progress monitored using the Compass+ at the end of each term (ZM/NCO)	Progress monitored using the Compass+ at the end of each term (ZM/NCO)	
6.Experiences of workplaces	Every pupil should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities and expand their networks.	<p>Ensure the current Year 12 have a work experience placement through LEBC (ZM/NCO)</p> <p>Review WOW week and opportunities minimising the use (and cost) of LEBC led activities. (ZM/NCO/ZC)</p> <p>Arrange more engagement and trips with targeted KS4 students (ZM/HOY)</p> <p>Review work experience in Year 12 to develop higher quality placements through self placement and Unifrog (ZM/NC/FBH)</p> <p>Progress monitored using the Compass+ at the end of each term (ZM/NCO)</p>	<p>To run Year 12 work experience in house allowing students to self-place achieving a higher quality and more targeted experience (ZM/NCO/FBH)</p> <p>Introduce more bespoke work placed learning opportunities for all KS4 students. (ZM/NCO)</p> <p>Progress monitored using the Compass+ at the end of each term (ZM/NCO)</p>	<p>Work experience and WOW week to be completely ran in house with high quality workplaces and contacts (ZM/NCO)</p> <p>Progress monitored using the Compass+ at the end of each term (ZM/NCO)</p>

<p>7.Encounters with further and higher education</p>	<p>All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.</p>	<p>100% Year 12 and 13 students to visit at least one University and Apprenticeship Fair each academic year. (ZM/NCO/FBH)</p> <p>100% Year 13 students to have had an encounter with a representative from a university and apprenticeship provider each academic year (ZM/NCO/FBH)</p> <p>100% Year 10/11/12/13 to have the opportunity to attend the Futures Fair at St Paul's where FE Colleges, Universities. Employers and Apprenticeship providers are available for students to discuss Post 16 and 18 options (ZM/NCO)</p> <p>Arrange FE visits with targeted KS4 students (ZM)</p> <p>Progress monitored using the Compass+ at the end of each term (ZM/NCO)</p>	<p>Year 12 students to have the opportunity to visit at least one university each academic year. (ZM/NCO/FBH)</p> <p>Year 13 students to have had at least two encounters with a representative from a university and apprenticeship provider before the end of January each year. (ZM/NCO/FBH)</p> <p>100% Year 10/11/12/13 continue to have the opportunity to attend the Futures Fair at St Paul's where FE Colleges, Universities. Employers and Apprenticeship providers are available for students to discuss Post 16 and 18 options (ZM/NCO)</p> <p>Arrange FE taster days with targeted KS4 students (ZM)</p> <p>Progress monitored using the Compass+ at the end of each term (ZM/NCO)</p>	<p>Year 12 students to visit at least two universities or apprenticeship providers including a Russell Group university each academic year. (ZM/NCO/FBH)</p> <p>Year 13 students to have had multiple encounters with representatives from university and apprenticeship providers by the end of January each year (ZM/NCO/FBH)</p> <p>100% Year 10/11/12/13 continue to have the opportunity to attend the Futures Fair at St Paul's where FE Colleges, Universities. Employers and Apprenticeship providers are available for students to discuss Post 16 and 18 options (ZM/NCO)</p> <p>Arrange FE visits and taster days making sure 100% of KS4 students have accessed at least one visit before the end of January in Year 11 (ZM/NCO)</p>
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				Progress monitored using the Compass+ at the end of each term (ZM/NCO)
8. Personal guidance	<p>Every pupil should have opportunities for guidance interviews with a career adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but should be timed to meet their individual needs.</p>	<p>All students from year 7-13 can request a one-to-one session with the Careers Leader at any time throughout the academic year as they feel necessary (ZM)</p> <p>All students by the time they reach January of Year 11 to have an appointment with the St Paul's Careers Leader AND an external L6 Careers Advisor meeting 100% of Gatsby Benchmark 8 (ZM)</p> <p>All students in Year 12 to be able to request an appointment with the St Paul's Careers Leader AND an external L6 Careers Advisor meeting 100% of Gatsby Benchmark 8 (ZM)</p> <p>Careers Leader to run regular drop in sessions during break and/or lunch for Years 7-11 (ZM)</p> <p>Careers Leader to spend at least half a day each week in Sixth Form office for drop in sessions open to all Year 12/13 (ZM)</p>	<p>Investigate possibility of a Careers Hub which allows all students easier access to the Careers Leader in a more visible area (ZM/NCO/SLT)</p> <p>All students from year 7-13 can request a one-to-one session with the Careers Leader at any time throughout the academic year as they feel necessary (ZM)</p> <p>All students by the time they reach January of Year 11 to have an appointment with the St Paul's Careers Leader AND an external L6 Careers Advisor meeting 100% of Gatsby Benchmark 8 (ZM)</p> <p>All students in Year 12 to be able to request an appointment with the St Paul's Careers Leader AND an external L6 Careers Advisor meeting 100% of Gatsby Benchmark 8 (ZM)</p>	<p>Create a Careers Hub which allows all students easier access to the Careers Leader in a more visible area (ZM/NCO/SLT)</p> <p>All students from year 7-13 can request a one-to-one session with the Careers Leader at any time throughout the academic year as they feel necessary (ZM)</p> <p>All students by the time they reach January of Year 11 to have an appointment with the St Paul's Careers Leader AND an external L6 Careers Advisor meeting 100% of Gatsby Benchmark 8 (ZM)</p> <p>All students in Year 12 to be able to request an appointment with the St Paul's Careers Leader AND an external L6 Careers Advisor meeting 100% of Gatsby Benchmark 8 (ZM)</p>

		<p>Progress monitored using the Compass+ at the end of each term (ZM/NCO)</p>	<p>Careers Leader to run regular drop in sessions during break and/or lunch for Years 7-11 (ZM)</p> <p>Careers Leader to spend at least half a day each week in Sixth Form office for drop in sessions open to all Year 12/13 (ZM)</p> <p>Progress monitored using the Compass+ at the end of each term (ZM/NCO)</p>	<p>Careers Leader to run regular drop in sessions during break and/or lunch for Years 7-11 within a Careers Hub (ZM)</p> <p>Careers Leader to run drop in sessions open to all Year 12/13 for half a day each week within a Careers Hub (ZM)</p> <p>Progress monitored using the Compass+ at the end of each term (ZM/NCO)</p>
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Section 5: Monitoring and evaluating

Monitoring will be carried out via:

- Regular line meetings between the Careers Leader Zoe McDonagh and Neil Cockcroft Assistant Principal
- Annual monitoring visit from the link governor.
- Half-termly Student Voice meeting on CEIAG (students from 7-13) led by Zoe McDonagh and Neil Cockcroft.
- Termly meetings with LLEP Co-ordinator
- Termly completion of Compass tool to measure progress against the Gatsby benchmarks and published on website for all stakeholders to see **(ZM/NCO)**
- Use of Parents Evenings to collect feedback on careers provision **(ZM/NCO)**
- Use of Microsoft Forms for all stakeholders after events and once each academic year **(ZM/NCO)**

Evaluation will take place as:

- Part of the annual School Improvement Plan (SIP) review and target setting process
- Once a term on SLT meeting agenda as part of the QA cycle **(NCO to present)**
- An annual report for governors

- Use of Compass tool to measure progress against the Gatsby benchmarks – **ZM and NCO** once each term
- Feedback collected from all stakeholders: students; staff; parents; employer links annually (**ZM/NCO**), student voice to be termly
- Year 11 and staff review of the Taster Day.
- Evaluation of Careers Week
- Report collating feedback to be produced in the Summer Term each year (**ZM and NCO**)