

Department Development Plan 2022-2023

Subject: Careers

Head of Subject: Jo Dukes

Line Manager: CIK

Date Completed: May 22

| Objective | How will targets be achieved? E.g. resources, CPD, strategies | Who | Review | | | | What has the impact been? |
|--|---|-----------------|--------|-----|------|------|---------------------------|
| | | | Oct | Mar | June | Sept | |
| 1) Further working towards meeting the recommendations of the Gatsby Benchmarks for Good Careers Guidance | <ul style="list-style-type: none"> - Staff training on statutory requirements for Careers Guidance in Secondary Schools - Further developing key stakeholder relationships - Further development of resources to enable all staff to engage in CEIAG activities across the school | JD, SR, LC, HOY | ✓ | | | | |
| 2) To further develop curriculum learning to careers within each subject area (Benchmark 4) | <ul style="list-style-type: none"> - Further develop the KS3 tutorial programme introduced in 2021-22 - Every trip to have a CEIAG focus either before or during the visit. - Introduce Career of the Month in registration time - Careers audit to identify CEIAG opportunities within subject areas - Visibility across the school - careers displays in key areas | JD, SR, LC, | ✓ | | | | |
| 3) Raise awareness of WEX opportunities and increase participation across KS4 and KS5 | <ul style="list-style-type: none"> - Review and update WEX policies in line with best practice, with reference to safeguarding - Review WEX process and documentation, including monitoring and evaluation - Encourage student self-reflection regarding benefits of engaging in WEX activities | JD, SR, LC, MF | ✓ | | | | |
| 4) Review working practices within the Associated Sixth Form with regard to the delivery of effective CEIAG and monitoring | <ul style="list-style-type: none"> - Increased collaboration and improved communication with SJF Careers Leader - Sharing of best practice - Raising the profile of Careers at SJF | JD, SR, LC | ✓ | | | | |
| 5) Develop awareness of transition opportunities across KS3-5 | <ul style="list-style-type: none"> - Ongoing CPD - Complete L6 Diploma qualifications as appropriate - Continuing to provide access to all alternative training and education providers - HE/FE/apprenticeship providers/employers to engage with students - Regular newsletter with links to both local and national events and opportunities | JD, SR, LC, | ✓ | | | | |
| 6) Review polices, programmes and resources in line with latest initiatives | <ul style="list-style-type: none"> - Updates CEIAG policies, including provider access policy - Review Gatsby benchmarks to identify areas to develop - Review KS3, KS4 and KS5 newsletter | JD, SR, LC, MF | ✓ | | | | |
| 7) Review processes of CEIAG monitoring and evaluation | <ul style="list-style-type: none"> - Compass evaluations - Annual evaluation of Careers Programme across KS3-5 – student voice, and all external stakeholders | JD, SR, LC, MF | ✓ | | | | |