



## Overview

Hall Green School has an established and effective careers programme. Led by Michelle Homer, who has been in post for 11 years, pupils consistently achieve good examination results and make well-informed choices about the best possible destinations for further study or training for employment. When compared to National statistics, more Hall Green School pupils move on to Education or training than their counterparts. This trend continued in 2016/2017, as illustrated below:



Historically, all pupils are expected to arrange a Work Experience placement which will be completed during the Summer term of Year 10. All year 10 pupils are invited to an appropriate college taster day to support them with their Post-16 options. Trips and visits are common, and employers are regularly invited into school to work with pupils.

## 2017/2018 review

**Gatsby Benchmarks:** The new Gatsby Benchmarks were introduced partway through this year. Every school and college must introduce these now and meet them by the end of 2020. For the employer encounters benchmark, every school should begin to offer every young person seven encounters with employers – at least one each year from year 7 to year 13 – and meet this in full by the end of 2020. Some of these encounters should be with STEM employers.

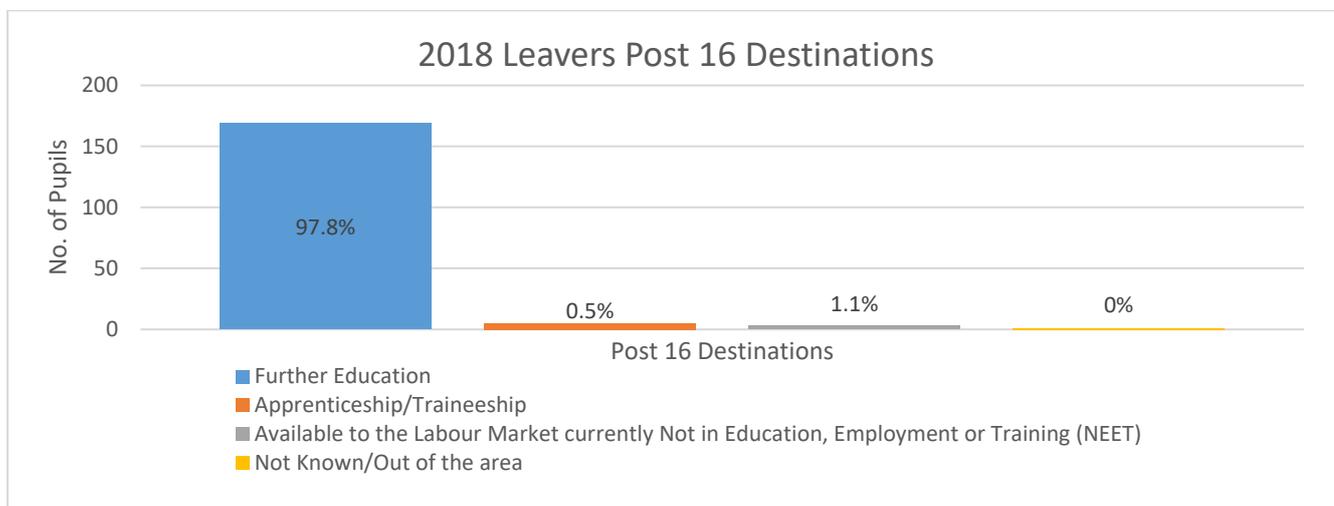
As a result of this, the following was implemented:

- All current careers-based activities and provisions were cross-referenced against each Gatsby Benchmark. Guidance was sought from <http://www.goodcareerguidance.org.uk/>.
- Where relevant, gaps were highlighted.
- Using the 'Compass' tool provided by "The Careers and Enterprise Company", an action plan was created, with a view to ensuring each strand could be met with "an experience with employers" in every year. Further development of other strands was also included.

**Work Experience:** Despite barriers regarding legislation, declining employer engagement, and employer preference for Post-16 students, Hall Green School continues to offer a Work Experience programme for Year 10 pupils. Despite a sustained effort to obtain placements for all pupils, the percentage of pupils attending a placement declined slightly. In order to continue with a meaningful programme in 2018/2019 there will be some further planning required.

**STEM provision:** Hall Green School works closely with The STEM Ambassadors Hub to invite volunteers in at our annual Careers Fair and Practice Interviews. Year 9 pupils experienced a Powering Transformation day at Coventry University to promote careers in future technology and computer science.

**Destination data for 2017/2018:**



Figures as of 31<sup>st</sup> October 2018

The latest published information for the cohort of 2017 Key stage 4 leavers nationally states;

Pupils in sustained further education	93%
Pupils in sustained employment and/or training destination	4%
Pupils not recorded at a sustained destination	3%

Source: <https://www.gov.uk/government/statistics/destinations-of-ks4-and-ks5-pupils-2017>

**Review and actions for 2018/2019**

Hall Green School continues to have a very effective careers programme.

The careers leader began to implement the requirements for the Gatsby Benchmarks long before the statutory deadlines and was already meeting a significant number of the requirements. Pupils are very responsive and engage with the provisions on offer, so subsequently they are well-informed and feel confident in making choices and articulating their careers-based intentions. Established provisions such as the Careers Fair and Practice Interviews are both popular and very effective.

Although all strands were met, there were some requiring development and also a lack of “experience with employers” in KS3. Next steps are:

- To provide experience with a wider range of employers for all Year 7 pupils
- To ensure that Year 10 pupils not able to arrange and attend a Work Experience placement have a full and enriching alternative programme during that period.
- To keep the school website updated with contact details, planned provisions and information for employers/further education establishments.
- To continue using the Gatsby Benchmarks to track provision, and seek advice or guidance when unsure about a particular strand.
- To develop the partnership with our Carers and Enterprise Adviser, Mobeen Amin (Eversheds-Sutherland).
- Further utilise and engage the school’s alumni community to support future career activities (discuss Grofar link and info to go on school website)