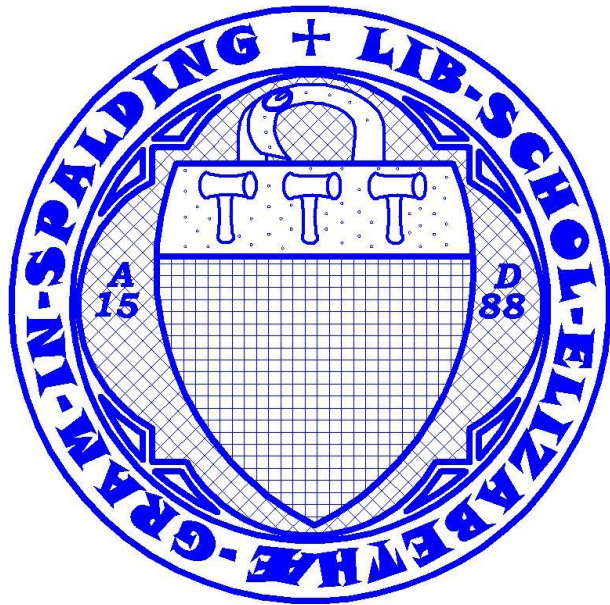


# Spalding Grammar School



## Careers Guidance Strategy

**Author:**

**CVB**

**Ratified by:**

**Headmaster**

**Review Cycle:**

**Two years**

**Next Review Date:**

**July 2024**

## **Our vision for Careers Guidance at Spalding Grammar School is:**

Careers Guidance at Spalding Grammar School will prepare students with the knowledge, skills and attributes they need to manage their life now and in the future.

This strategy sets out a clear plan on how we intend to work towards meeting this vision in the short, medium and long term. It is to be read in conjunction with our careers policy that can be found at [Spalding Grammar - Information and Policies](#).

### **Objectives**

- To meet the eight Gatsby benchmarks for good career guidance as recommended by the Department of Education Careers Strategy 2018
- To enable all students in Year 11 and 13 to have a Personal Guidance Interview
- To enable all learners to reach a positive destination in learning or training after Year 11 and 13.
- To have a qualified Careers Leader and Personal Guidance Provider, both to Level 6.

We will monitor and evaluate our progression in achieving these aims on a termly basis via Compass audits.

### **Our Strengths**

- Student engagement with Unifrog post-16
- Employer encounters
- Careers curriculum lessons

## Development Plan – Spalding Grammar School

Using the Compass tool has enabled us to see how the provision of Careers Guidance at Spalding Grammar School compares against these benchmarks.

Results from Compass | Date: 31 March 2022

Benchmark score	Areas to improve	Actions	Outcomes	Lead	Others involved	Timescales
1 - 100%	N/A					
2 – 100%	N/A					
3 – 90%	Careers guidance for students with SEN	Working with the Local Authority and SEN department to evaluate the provision taking place	Careers provision for students with an EHCP is regularly monitored	CVB	JL HH	2022-23 academic year
4 – 100%	N/A					
5 – 100%	N/A					
6 – 75%	Students to have a meaningful experience of a workplace in Year 12/13	Embed 'Springpod' more completely into the Sixth Form for virtual work experience. Investigate possibility of formal work experience in Year 12.	Older students to complete experience with a better understanding of their post-school intentions than when in Year 10.	CVB	AML	2022-23 academic year
7 – 83%	Students to complete at least two University visits.	Involve Lincs Higher, making full use of 75% transportation costs.	Students who are unsure about next steps are clear on their post-18 options.	CVB	AML	2022-23 academic year
8 – 75%	Personal Guidance Interviews to all students in Year 11 and 13	Mrs Hoyles to begin Apprenticeship in May 2022.	All Year 11 and 13 students accessed personal careers guidance. Statutory requirements met.	HH	CVB	May 2022 - 2023

## Roles and Responsibilities

**NB:** Careers guidance is the responsibility of all relevant staff at Spalding Grammar School.

Name	Title	Main responsibilities
<b>Ms C Barratt</b>	Career Leader	Developing careers strategy, developing the careers programme, responsibility for upholding the CEIAG policy and Provider Access Policy
<b>Mrs H Hoyles</b>	Careers Co-ordinator Work Experience Co-ordinator Careers Guidance Apprentice	All administration involving careers provision, personal guidance, and work experience
<b>Mr A Brooks</b>	Link Assistant Headteacher	Provides support to Careers Lead Ensures school values are prioritised Ensures school development plan is linked to careers development plan
<b>Mr M Scott</b>	Link Governor	Provides support to Careers Lead Link between Careers Lead and Governing Body
<b>Mr L Boekestyn</b>	Enterprise Co-ordinator	Supporting employer engagement with regular contact with students.
<b>Ms D Garrard</b>	Enterprise Adviser	Supporting employer engagement with links to local employers and advice/support regarding meeting Gatsby Benchmarks.