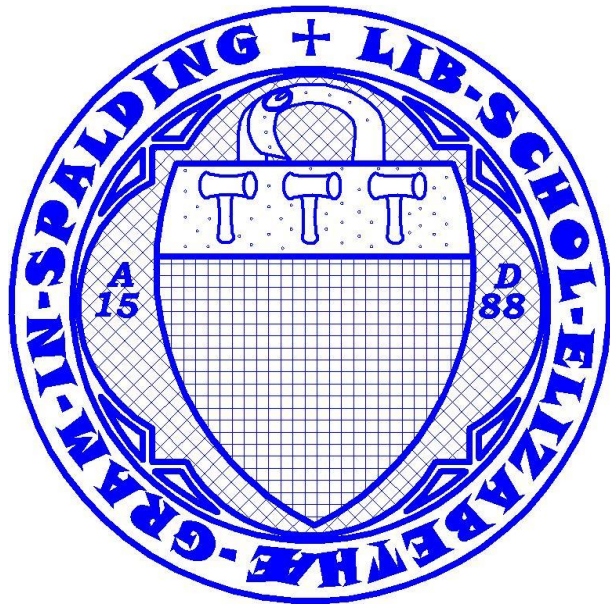


Spalding Grammar School



Careers Guidance Strategy

Author: CVB

Ratified by:

Review Cycle:

Next Review Date:

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 School - Policies](#).

Objectives

- To meet the eight Gatsby benchmarks for good career guidance as recommended by the Department of Education in their updated guidance from May 2025.
- 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.

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
- Careers Leader and Careers Advisor both qualified at Level 6
- Work experience placements offered in both Years 10 and 12

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, as published in 2024 to be implemented from September 2025

Results from Compass | Date:

Benchmark	Areas to improve according to GB	Actions	Outcomes	Lead	Others involved	Timescales
1 –	Careers to feature in whole school development plan	Add Careers statement to SDP and to individual subject SEFs	All departments to embed careers education into their curriculum	SPI	CVB	2025 – 2026 academic year and ongoing
	Enterprise Advisor supports and challenges the Careers Leader and careers programme	DG to continue support of local Enterprise Advisors	To inform continued progress of programme	DG	CVB	2025 – 2026 academic year and ongoing
	Use of stakeholder voice	-Add one or two questions to the whole school surveys that go out to staff, students and parents. -Consistent evaluation from external encounters.	To inform evaluation and continued improvement of programme	CVB	HLH	2025-26 academic year
	Use of the Future Skills questionnaire	Analysis of future skills questionnaire to inform personalised support.	To inform personalised support of students flagged in responses	CVb	HLH	

						2025-26 academic year
2 –	Development of parental engagement	<ul style="list-style-type: none"> - Complete CEC training on parental engagement and put a development plan together - Virtual parent advice days for years 7, 9 and 11 - Link parents to unifrog - Provide and post – 16 guide 		CVB	HLH	2025-26 academic year
				CVB	HLH	
				CVB	HLH	Ongoing. Y7 to begin in 2025-26 academic year
				DG	HLH	2025-26 academic year
3 –	<p>Keeping systematic records of student participation in the careers programme</p> <p>Opportunities to be tailored to student individual need</p>	<p>Synchronization between Unifrog and Compass +</p> <ul style="list-style-type: none"> - Redevelopment of NEET programme - Link TA? 	<p>More accurate data</p> <p>Students who are in the RONI have more communication with careers team. Students with AN are more supported. NEET</p>	HLH	DG	2025-26 academic year
				CVB	HLH AJJ TA?	2025-26 academic year and ongoing

	Use of destinations data	Analysis of destinations in comparison with FSQ. Are they doing the same thing each year? What are key themes?	number lowered. Tailored careers provision based on our student interests	HLH	CVB	2025-26 academic year
4 –	Careers provision in the curriculum	<ul style="list-style-type: none"> - Careers to be in department SEFs - Training provided to staff on new changes and moving forward - SLT QA of depts - Look at Geography as an example of curriculum 	<p>More consistent careers provision across all subjects</p> <p>Careers as part of ongoing staff development</p>	CVB	GSB SLT curriculum links	2025-26 academic year and ongoing
5 –	Meaningful encounters from other subjects	Use of evolve to monitor encounters that students may have had through other subjects	More accurate documentation of student encounters	HLH	GSB	2025-26 academic year
6 –	Students to experience 50 hours in a workplace	<ul style="list-style-type: none"> - Start a spreadsheet to monitor from 2025 year 7s to continue as they go through school with each additional year being added to. - Use of evolve to monitor 	All students to achieve 50 hours by end of year 11	HLH	CVB	To begin in 2025-26 academic year with view to build each year progressively

		<p>any field work that may take place</p> <ul style="list-style-type: none"> - Plan out 25 hours for KS3 and KS4 				
7 –	N/A					
8 –	Personal Guidance Interviews to all students	<ul style="list-style-type: none"> - Possible course done by Sixth form team as a method of triage - Year 10 meetings to begin in term 6 once Year 11s have gone 	<p>Students most in need can be flagged more easily</p> <p>All students to receive the unbiased support that they need</p>	HH	CVB	2025-26 academic year

Roles and Responsibilities

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

Name	Title	Main responsibilities
Chloe Barratt	Career Leader	Developing careers strategy, developing the careers programme, responsibility for upholding the CEIAG policy and Provider Access Policy
Hannah Hoyles	Careers Co-ordinator Work Experience Co-ordinator Careers Advisor	All administration involving careers provision, personal guidance, and work experience
Gareth Baker	Link Assistant Headteacher	Provides support to Careers Lead Ensures school values are prioritised Ensures school development plan is linked to careers development plan
Pauline Makepeace	Link Governor	Provides support to Careers Lead Link between Careers Lead and Governing Body
Luke Boekestyn	Enterprise Advisor	Supporting employer engagement with regular contact with students.
Richard Cundall	Enterprise Advisor	Supporting employer engagement with regular contact with students
Donna Garrard	Enterprise Coordinator	Supporting employer engagement with links to local employers and advice/support regarding meeting Gatsby Benchmarks.