

CAREERS AND DESTINATIONS REPORT 23_24

DEVELOPMENTS IN WOKINGHAM CAREERS PROVISION

1. Personnel Changes

- 1.1. **Trust Careers Leader.** New role created within the Trust. Alison Woodage from Liphook is the Trust Careers Leader. She has been working on a strategic approach for careers aligning provision across the Trust Schools which will integrate into Project ERA in the future.
- 1.2. **Careers Leader.** Michelle Pope is still the current Careers Leader but has had a role change to Head of Upper School. Still has strategic vision for Careers and Personal Development but this is not her only area of responsibility now.
- 1.3. **Careers Support.** Wendy Sales (Head of Chemistry) as part of her UPS role is supporting careers. Mainly through organisation of large events as well as representing the school at Trust Inset meetings if Michelle Pope is unavailable.
- 1.4. **PSHE Lead.** Michelle Pope still retains strategic lead for PSHE but a new TLR created for PSHE Lead. Hannah Jones has taken on this role. She is also a RE teacher so is able to have a creator knowledge of what is taught in both curriculums so that content is not repeated.

2. Changes to the Careers Programme

- 2.1. **Trust Strategic Plan.** Alison has developed a [Trust Strategic Plan](#) to align the provision across all schools within the Trust. Meeting held with Alison at the start of the term and a [SWOT analysis](#) completed against the new strategic plan.
- 2.2. **Future Skills Questionnaire.** Adapted from the Careers Enterprise Company the Future Skills Questionnaire (FSQ) gives students the opportunity to reflect on their career-related knowledge and skills. I am using the [results](#) from Sept 2023 to improve our careers provision over the course of the year. It is also being used to identify students who may be at risk of NEET or always responding negatively to the FSQ where intervention and support can then be provided. Improvements made thus far are:
 - 2.2.1. **Year 8 Options Process.** 29 Year 8 students have been identified who have answered negatively to 'do you have any ideas about what subjects you want to study at GCSE?' so that they can receive some extra support through the process.
 - 2.2.2. **Career of the Week.** On average 25% of students have not learned about different careers other than those of their family or carers, 21% are not aware of the skills employers need. As such [Career of the Week](#) has been included in the weekly tutor programme.
 - 2.2.3. **Career Gamechanger of the Week.** To accompany the Career of the Week and support the every child same chance priority the Career GameChanger of the Week has been embedded into the weekly tutor programme. With a focus on raising aspirations an influential person in that field of work is highlighted for students to explore and research. Where possible these have been UK or locally based, or linked to cultural events such as Black History Month.

- 2.2.4. **Post-16 Options Choices.** On average 78% and 72% of students do not understand/know what T-Levels and BTEC course are respectively. Short tutor time sessions have been included so that students can explore these.
- 2.3. **Skills Builder.** A Trust wide initiative to improve the essential skills of our students in 8 key areas. Research shows that wage premium of at least £3,400/year for full-time workers aged 19+ who have higher levels of essential skills, correlation between higher essential skills and higher literacy and numeracy aged 10, and 16, and young people with better essential skills are 52% less likely to be out of education or employment. In the process of setting up for Year 7s concentrating on speaking and listening skills first. These areas are shown in the FSQ to be the weaker areas. Year 7 are also attending a TeamBuilding day at Oakwood this month.
- 2.4. **Work Experience.** To meet Gatsby Benchmarks 5 and 6, encounters with employers and experiences of workplaces respectively work experience is going to be incorporated into the school's careers programme. Year 8 students will spend a day being Office 'runners' to the admin and Year 10 students will partake in a two day work experience package during Game Changers Week. The first day will be spent at a workplace with a family or friend member, parents will sign to accept parental responsibility for their child so no risk assessments or work place visits need to be conducted by the school. The second day students will reflect on their experiences, complete CV writing and have encounters from other local employers so that they can start making college applications in the Autumn term.

COMPASS + EVALUATION - GATSBY BENCHMARKS

Last evaluation was completed on 4 December 2023 and reviewed by the LEP. Results and action points are summarised below:

1. **Benchmark 1 - A stable Careers Programme.** 64% of the 17 assessment areas. Previous score 58%.
 - 1.1. Areas for improvement:
 - 1.1.1. Careers programme published on website
 - 1.1.2. School's website with information aimed specifically at students, teachers, employers and parents/carers.

School website for careers is being developed and has been seen by Raine Ryland at Trust who approves. It just needs finalising before adding to the main website.
2. **Benchmark 2 - Learning from career and labour market information.** 100% of the 2 assessment areas. Previous score 100%
3. **Benchmark 3 - Addressing the needs of each pupil.** 100% of the 7 assessment areas. Previous score 90%
4. **Benchmark 4 - Linking curriculum learning to careers.** 100% of the 4 assessment areas. Previous score 100%.
5. **Benchmark 5 - Encounters with employers and employees.** 100% in the single assessment area. Previous score 50%.
6. **Benchmark 6 - Experiences of workplaces.** 75% of the single assessment area. Previous score 25%.
 - 6.1. Area for improvement:
 - 6.1.1. Work experience is being set up and students have not participated in the activity yet.

7. **Benchmark 7 - Encounters with further and higher education.** 80% of the 5 assessment areas. Previous score 90%.
 - 7.1. Areas for improvement:
 - 7.1.1. Have had meaningful encounters with independent training providers
 - 7.1.2. Have had meaningful encounters with Higher Education Providers.

These areas at the time of completing the evaluation were in progress as the dates have to be confirmed with the providers once their availability and information of what they can offer is shared. Currently booked in/already occurred is:

 - 7.1.2.1. Activate Learning - Year 10 assembly of next steps.
 - 7.1.2.2. Activate Learning - Year 11 support with applications.
 - 7.1.2.3. Innervate Learning - Year 8 Broadening Horizons assembly.
 - 7.1.2.4. Reading University - Year 11 outreach visit focussing on FSM/PP
 - 7.1.2.5. Oxford University - Year 11 outreach visit focussing on BAME/FSM HPA/MPA who lack aspirations.
 - 7.1.2.6. The Big Assembly - Year 8 live sessions of interactive digital broadcasts focussing on apprenticeships
 - 7.1.2.7. Henley College - Year 9 assembly
 - 7.1.3. Due to our location there are not many local providers. I have reached out to our local LEP and received a list of providers who may be willing to help. Next steps are to book these in.
8. **Benchmark 8 - Personal Guidance.** 100% in the single assessment area. Previous score 100%.

A part of the Trust Strategic Careers Plan is for students to create a portfolio of evidence which can be validated as part of Gamechanger curriculum. Training for key staff across the school including departmental leads on Compass + so that any careers activity can be submitted onto Compass +. This can then be shared with the students as well as their parent and carer to show what learning on careers they have achieved across the year and their time at Bohunt Wokingham.

DESTINATIONS DATA

1. **2021 Leavers.** Destination data received from the Wokingham NEET team can be accessed [here](#).
2. **2022 Leavers.** The NEET team identified 35 of the 2022 leavers who had not been confirmed in 6th Form, College, Apprenticeships, jobs, or training by Oct 2022. The school and NEET team worked collaboratively to contact families. YTL worked with the team and information provided to the NEET team. Awaiting final survey results.
3. **2023 Leavers.** The NEET team identified 18 of the 2023 leavers who had not confirmed next steps. By November 2023 this had reduced to 2.

Although we do not have the official data coming through from the last two years, based on the number of students that the NEET team have to work with reducing it is clear to see that the advice and support provided allows them to choose their next steps. This is even more pleasing since over 80 of the students had chosen Bohunt Wokingham 6th Form as their first choice.

Tracking destinations data throughout Year 11 is problematic as it relies on students completing a Google Form and completion rates of this is not 100%. We are investigating a more robust mechanism for this.