

HOW SCHOOL MEASURES & ASSESSES THE IMPACT OF THE CAREERS PROGRAMME ON PUPILS (SEPT 2023)

- We use the 'Compass evaluation tool' to assess ongoing progress in relation to the eight Gatsby Benchmarks.
- The 'Careers Strategic Action Plan is reviewed each Year and link to specific Year Groups and their Career needs.

The following steps are in place to evaluate the effectiveness of the careers programme each year.

The evaluation cycle involves:

- Review of the objectives of the Careers programme (Tutor Careers programme, Interviews, PSHE programme and through Year Group activities) with a focus on outcomes for learners & assessing if the objectives have been met
- Focus on the delivery of the programme and evidence of impact on pupils in Tutor and through monitoring external providers and events
- Evaluation process including using feedback to adapt the programme to continuously improve it so it meets the objectives

The evaluation also involves looking at a range of evidence such as:

- attainment
- progress
- options
- destinations data
- reduction in NEET figure
- FSQ
 - Feedback from students e.g. their understanding of different careers and pathways

Feedback from other stakeholders includes:

- Parents/carers
- Careers and Enterprise Coordinator
- Enterprise Advisor
- Careers Champions linked to subject areas
- Teachers
- Governors
- Employers

An outline of the evaluation schedule is as follows:

Are we making the best use of the resources we have allocated for careers work? (Termly)

- The effectiveness of different guidance interventions, e.g. one-to-one interviews, small group work, drop-in sessions

Are we optimising students' learning from the careers programme? (Oct/July)

- Evaluation of Activities up to the end of the Summer term
- The learning outcomes achieved at the end of KS3 & KS4

How well are students succeeding in taking the next steps in their education, training or employment that are 'right for them'?

- The effectiveness of the Year 9 options process
- The destinations achieved at the end of KS4 e.g. Careers Advice and Guidance, Apprenticeship etc

The school's next review of the Careers information will be published in September 2023.