



Careers Development – Careers Education Information Advice and Guidance

Context

High-quality careers guidance is essential to enable all children and young people to understand the range of options available to them and realise their potential. Ofsted’s 2023 review found most schools demonstrated commitment to providing effective careers guidance to their pupils and learners. Ofsted believe all pupils should receive quality careers guidance that raises their aspirations and leads them to make choices that will help them realise their potential. They found that this could be achieved if leaders think strategically about careers and support employer engagement that is authentic, contextualised and personalised. Working collaboratively ensures pupils receive all necessary information, advice and guidance on careers at the right time.

Vision

St Cuthbert’s Catholic High School Careers Strategy seeks to help all students understand the range of opportunities available to them in today’s economy and acquire the skills and qualifications they need to succeed in the workplaces of the future and to become Great Men. The Careers programme and calendar are monitored and evaluated throughout the year, and their impact is assessed through the range of successful destinations our students secure. Through the delivery of impartial careers information, advice and guidance, a stable careers programme, utilising Labour Market Information, St Cuthbert’s endeavours to implement the Gatsby Benchmarks.

Strategy

Leadership
<ol style="list-style-type: none"> 1. Leading the team of teachers, administrators, external partners and others who deliver career guidance. 2. Advising the senior leadership team on policy, strategy and resources for career guidance and showing how they meet the Gatsby Benchmarks. 3. Reviewing and evaluating career guidance and providing information for school development planning, Ofsted and other purposes. 4. Preparing and implementing a career guidance development plan and ensuring that details of the careers programme are published on the school’s website. 5. Understanding the implications of a changing education landscape for career guidance, e.g. technical education reform. 6. Ensuring compliance with the legal requirements to provide independent career guidance and give access to providers of technical education or apprenticeships to pupils in schools, including the publication of the policy statement of provider access on their website.
Management
<ol style="list-style-type: none"> 1. Planning the programme of activity in career guidance 2. Briefing and supporting teachers involved in career guidance. 3. Monitoring delivery of career guidance across the eight Gatsby Benchmarks using the Compass Evaluation tool. 4. Monitoring access to, and take up of guidance. 5. Ensuring colleges and apprenticeship providers have access to the school to share opportunities with all pupils. 6. Managing CPD and supporting the ongoing CPD of colleagues in the careers team.
Coordination
<ol style="list-style-type: none"> 1. Managing the provision of career and labour market information. 2. Managing the careers section of the school’s website, ensuring information is accurate and up to date. 3. Liaising with the PSHE leader and other subject leaders to plan their contribution to career guidance. 4. Liaising with tutors, mentors, SENCO and heads of year to identify pupils needing Guidance. Referring pupils to Careers Advisers. 5. Coordinating encounters with employers and work experience. 6. Communicating with pupils and their parents.
Networking
<ol style="list-style-type: none"> 1. Establishing and developing links with FE colleges, apprenticeship providers, University technical colleges and Universities. 2. Establishing and developing links with employers. 3. Negotiating a service level agreement with the Local authority as appropriate. 4. Commissioning career guidance services where appropriate. 5. Managing links with the LEP and other external organisations.

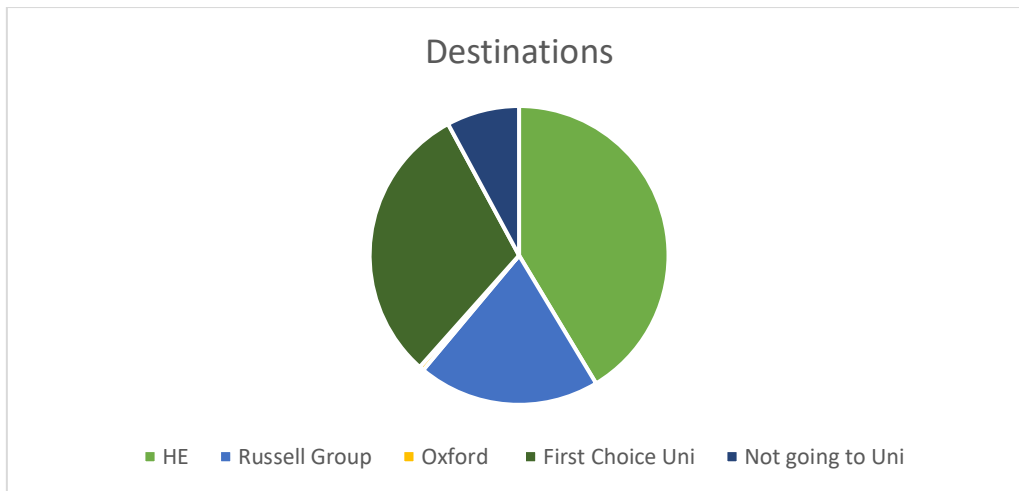
6. Building a network of alumni who can help with the career guidance programme.

Personnel

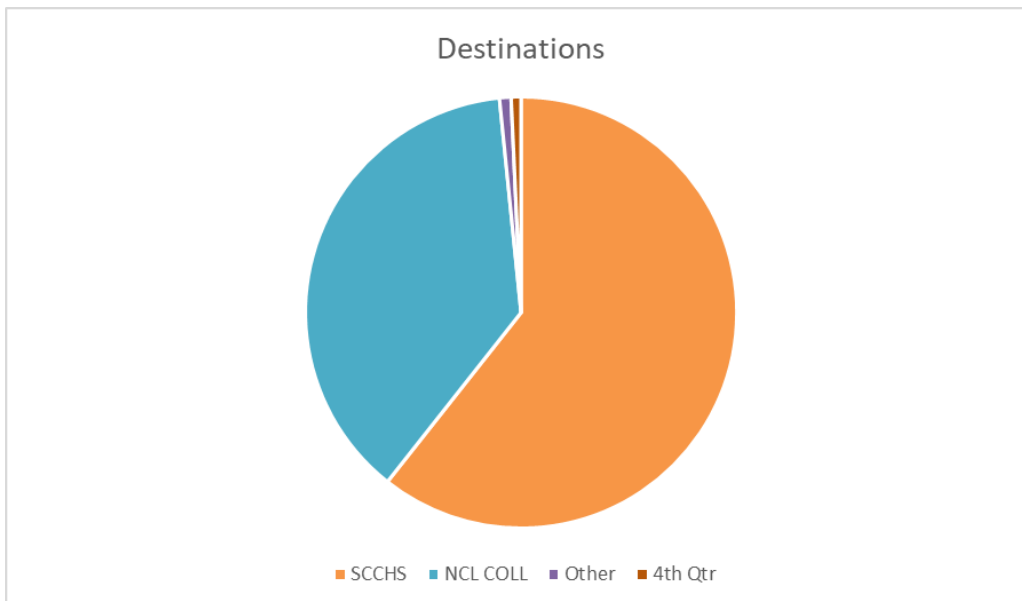
Internal Staff	External partners
David Swindells, Deputy Head	Apprenticeship ambassador network
Matthew Turner, Head of Sixth form	My Big Career
Sarah Garay, Assistant Head of Sixth, Careers Leader, Progression coach	North East Universities, NERAP Newcastle & Gateshead Colleges
Dr Chris Jones, Governor	NU Foundation

Outcomes

Year 13 Destinations 2025



Year 11 Destinations 2025



Legislation

Our Careers Policy and subsequent planning and actions were written in accordance with Section 42A and Section 45A of the Education Act 1997 and with due reference to the DfE Statutory Guidance which was updated in January 2023.

We go above and beyond in meeting our legal obligations under Section 42b of the Education Act 1997- The Baker Clause.