



Rowhill School CEAIG Strategic Plan 2024-2025

Rowhill school's vision for pupil's aspirations

Rowhill school's careers curriculum is developed around the core principles of pupil's aspirations to be:

- Successful learners
- Confident individuals
- Responsible citizens
- Effective contributors

Rowhill school will achieve these aspirations by:

- Providing a differentiated curriculum incorporating vocational opportunities.
- Providing an appropriate environment with specialist support.
- Offering a variety of qualifications to meet learner's academic ability.
- Enabling pupils to develop coping strategies, their social and communication skills and increase their independence.
- Support families and pupils with the transition process.

Strategic Objectives

Our CEIAG provision is committed to – Provide our students for the world of work, the best possible opportunities for the future and ensure they are not disadvantaged in the workplace.

Objective 1 – Enable students to explore, understand and experience the World of Work

Objective 2 – Provide students with a range of information and guidance for future opportunities

Objective 3 – Develop careers skills, confidence and aspirations to combat disadvantages in the workplace

Objectives	Actions, including CPD	Responsible/ Owner	Time	Success criteria	Monitoring	Gatsby Benchmark
<i>"What are the problems you are trying to solve?"</i>	<i>"What would solve the problem?"</i>	<i>"Who is responsible for each action?"</i>	<i>"When do you aim to have this completed by?"</i>	<i>"What would success look like?"</i>		
Objective 1						
A clear and visual career's learning journey for all stakeholders to see at what stages careers or pathways learning happens and how it progresses into key decision-making times and vocational learning selections	A careers curriculum road map, similar to other curriculum subjects.	Sarah Griffey	January 2025	Careers is imbedded within the PSHE road map. To be displayed on school website – careers page. Visual display board for career of the month.	MF GB Observe	1,3,4
Introduce where appropriate and explore Labour Market Information for KS3	Staff CPD (completed 3rd September) on Benchmark 4 and/or Talentino Employers to support some elements of PSHE?	Sarah Griffey All staff	On-going	Talentino to be up and running within KS3. Speakers and visitors in school to support career progression.	MF GB Lesson observations Staff feedback	2,4,5
Employer encounters or experiences of the workplace are linked to	Educational/Off site visits incorporate a	All staff	On-going	Staff CPD A record of visits, learner	MF GB Staff	2,4,5,6

educational visits where possible	section of discussion linking to careers. Tour guides/speakers prepped to give information on their job/pathway and locations are seen through the lens of being a workplace.			feedback where appropriate. – Add to Gridmaker careers/Gatsby criteria 2 and 6.	feedback Learner feedback	
To ensure evidence is collected to support the development of the careers programme.	Gridmaker – SG to record. Running future skills questionnaire. PSHE Tracking.	Sarah Griffey All staff of PSHE	On-going	Data collected	MF GB	1, 4
Objective 2						
Arrange and deliver encounters to meet Provider Access Legislation Policy	Incorporate encounters with vocational and technical education providers into careers programme for years 8/9/10/11. See Provider access policy for details.	Sarah Griffey	Completed by July 25	4 encounters planned within academic year. Success would look like year 8/9 Army careers/ PAL live encounter. Student feedback.	MF GB Monitoring Student feedback	5,7

Continued delivery of 1-2-1 careers advice & guidance	Year 10/11 get the opportunity to see a level 6 Careers Advisor.	Sarah Griffey	On-going	Simon Harris to deliver session in school.	MF GB	3, 8
Objective 3						
Employer Encounters support building knowledge and confidence to enter the world of work	Skills 360 – Year 11 speed interview Enquire with Careers advisor about work experience offer – Simon Harris.	Enterprise Coordinator & Enterprise Advisor Sarah Griffey	Term 3/4			2,3,5
Raise aspirations through successful visiting alumni and relatable speakers	Roll out school alumni email and build local network	Sarah Griffey	On-going	Record of previous learner's career progression.	MF GB	2,3,5
Student Voice	School council	Sarah Griffey	Termly meetings	Students input to careers planning. School council to survey students.	MF GB BC – school councillor	2,3

Impact Measurement

Rowhill school measures and assesses the impact of the careers programme by using the 'Compass+ evaluation tool to assess ongoing progress in relation to the eight Gatsby Benchmarks. And where possible through -

- Monitoring from Careers Linked Governor
- Destination Data
- EHCP annual reviews
- Feedback from stakeholders (students/ staff/ parents/ employers/ careers advisor)