



Our Vision: Aspiring Futures

There has never been a time when careers guidance has been as important for young people as it is today. The landscape of education, training and employment opportunities that pupils need to navigate is more complex and more challenging than that faced by previous generations. While the economy is beginning to recover from the recent recession, levels of youth unemployment and under-employment are still high. The raising of the age for participating in learning means that young people face a wider range of choices of courses and places to study.

Post 16 qualifications such as A levels, T-Levels, BTECs are evolving, and opportunities in higher education extend now beyond the UK to other parts of Europe and further afield. Pupils need help to make choices and manage transitions: they need good quality careers education, information, advice and guidance. The school careers plan sets out how the school intends to provide a fit for purpose careers programme with the available resources which will provide our pupils with the knowledge, inspiration and ability to take ownership of their own career action plans which will enable them to succeed in their chosen career paths.

The school Careers Plan is based on the DfE document "Careers Guidance and access for education and training purposes dated October 2018, and we will use the Gatsby Benchmarks as a framework for good practice.

Careers education does not just mean informing pupils about their options after school but also how their school career will affect their futures. It is our statutory duty to ensure that all pupils receive independent, impartial advice and guidance regarding all options within school and how they will affect their options after school and which career pathways will become available to them. By helping pupils with decisions at crucial stages, informing them of all their options and introducing them to the world of work, we aim to prepare them for life after school whichever path they choose.

Intent

Careers at Philips High is studied within timetabled lessons for Years 9-11, linking curriculum learning to careers and is supported by activities within the 24 hour curriculum and an independent careers advisor. We aim to provide a nurturing and supportive environment that enables all of our pupils to develop their knowledge and understanding of the options that are available to them for when they leave Philips High so that they can make an informed decision. We regularly research college courses and the Labour Market Information to ensure that we provide up to date information for our students. The work undertaken is so that our pupils are in the best possible position to be successful in the near future and further years ahead.

We follow the eight Gatsby benchmarks of Good Career Guidance

1. A stable careers programme
2. Learning from career and labour market information
3. Addressing the needs of each pupil
4. Linking curriculum learning to careers
5. Encounters with employers and employees
6. Experiences of workplaces
7. Encounters with further and higher education
8. Personal guidance

Implementation

All pupils at Philips High School are regularly taught about careers and the skills needed to be successful related to the subjects they are being taught.

Pupils are taught with a variety of pedagogical methods and allow the pupils to develop their knowledge and understanding of the skills and qualities that are needed by employers. These skills and qualities are a constant theme throughout the dedicated lessons, drop down days and form time activities starting in Year 7.

Pupils develop their knowledge and understanding of what training and education options are available when they leave Philips High School including the new T Levels.

Many of the lessons are discussion based where pupils are implored to be reflective having listened to other students' points of view. Pupils also complete paired and group work being utilised at regular intervals to develop with skills of communication and teamwork. In addition work experience placements, we welcome into school guest speakers, attend visits and taster days from training, education and employers so that the pupils have further meaningful encounters.

Impact

No NEET pupils.

Every pupil leaves year 11 with a destination secured.

Every pupil has had at least 5 meaningful experiences of a workplace by the end of year 11.

Every pupil has had at least two meaningful encounters with post 16 or 18 training or educational providers by the end of year 11.

Every pupil has had at least two meaningful encounters with an employer by the end of year 11.

The school keeps systematic records on each student's experiences of career and enterprise activity.

Every pupil leaves school having created a CV and had interview experience.

Increased whole school attendance since new careers programme started.

Our Vision: Fulfilling lives, transforming futures Strategic Objective 1: Careers is a consistently integral part of our school curriculum. All members of the school community understand their role in the careers programme and the importance of careers and enterprise education being embedded throughout our whole school curriculum. (Benchmarks 1, 4, 8)		
Year	What will success look like (Targets)? What do we want to achieve?	What actions we will take as a school to achieve these targets?
Year One (2021 – 2022)	<ul style="list-style-type: none"> • A comprehensive programme of age-specific Careers Education is in place through the Character curriculum and Drop Down Days to enable all pupils to develop their own personal career pathway. • Pupil survey shows that 100% of pupils are excited about different jobs and can all name a range of careers and career pathways. • 100% of pupils can understand the link between their learning in each subject area and their future career pathways, and every pupil can identify career pathways in all aspects of their curriculum learning. • All Year 11 leavers to have one to one independent career advice and guidance. • Year 9 vulnerable pupils to have small group career advice and guidance prior to making their options. 	<ul style="list-style-type: none"> • Implement our revised Careers programme into the whole-school Character curriculum. • Introduce regular CPD training for all staff to deliver the new PSHCE Careers programme. • Monitor and Evaluate the programme by gathering feedback from all stakeholders throughout the year. • Career Pathways and employability are referenced in curriculum schemes of learning and each department has career displays. • Implementation of the Skills Builder programme of key employability skills across the curriculum. • Update the CEIAG area of the school website with latest Careers, Enterprise and Employability links. • Most departments have a careers champion responsible for updating career displays and provide relevant updates at departmental meetings. • Provide independent advice to year 10/11 pupils. • Provide small group careers advice to vulnerable pupils in year 9 prior to year 9 options. • Career advice to be made available at Yr9, Yr10 and Yr11 Parents evenings and option evenings.

Year Two (2022 – 2023)	<ul style="list-style-type: none"> • All curriculum areas will have linked with a local business and will have completed at least one collaborative project. • 100% of pupils are able to explain what the 8 key employability skills are and they can demonstrate how they can use these skills in their future pathways. • In every topic across all subjects key future pathways are linked with the work in that particular lesson so pupils can see link between learning and their future plan. • Vulnerable groups in year 9 to have one to one independent career advice and guidance prior to making their options. 	<ul style="list-style-type: none"> • Continue with regular CPD training for all staff, but in Year Two to have a focus on local businesses visiting school and teachers visiting different businesses. • Staff have time at the start of the year to update their schemes of learning and that they are given access to the relevant and most up-to-date information. • All departments have a careers champion responsible for updating career displays and provide relevant updates at departmental meetings. • Provide one to one careers advise to vulnerable pupils in year 9 prior to the year 9 options. • Career advice to be made available at Yr9, Yr10 and Yr11 Parents evenings and option evenings.
Yea Three (2023 – 2024)	<ul style="list-style-type: none"> • 100% of all pupils demonstrate employability skills and then can demonstrate a knowledge of different routes and careers available for different subjects. • All pupils can make KS4 and post-16 choices within time frame and can justify their choice. • Each curriculum area has established links with a range of businesses that they are using on a regular basis to support curriculum delivery. • All year 9 to have small group or one to one independent career advice and guidance. 	<ul style="list-style-type: none"> • Each department area to show in their schemes of learning where they have included Employability Skills and direct links to future plans. • Careers and LMI presented at parents events. • Targeted workshops to focus on key employability skills, including involving parents. • Review practice with another school to identify next steps. • Provide careers advise to all pupils in year 9 prior to the year 9 options. • Career advice to be made available at Yr9, Yr10 and Yr11 Parents evenings and option evenings.

Our Vision: Fulfilling lives, transforming futures Strategic Objective 2: All pupils have a record of their engagement within the careers programme during their time at school. This is recorded, tracked against the Gatsby benchmarks to make sure all pupils are supported in raising their aspirations. (Benchmarks 3,5, 6)		
Year	What will success look like (Targets)? What do we want to achieve?	What actions we will take as a school to achieve these targets?
Year One (2021 – 2022)	<ul style="list-style-type: none"> All pupils have been introduced to a range of different careers experiences to enable them to develop their own future pathway. All pupils having at least one appropriate and meaningful interaction with an employer during the year. All pupils in Years 7, 11 have created an online eprofile to record their career pathway experiences. 100% of all pupils in Year 11 have a clear plan for post-16 and 100% of pupils are in some form of education or employment at the end of their phase in school. There are NO pupils post-16 who are NEET. 100% of Year 11 pupils to have joined the PHS Alumni association 	<ul style="list-style-type: none"> Record all individual career engagements onto Compass+ and provide staff CPD of the process. LMI is used to update the Careers Programme and pupils have access to the latest information when making key decisions about their choices. LMI section of website to be updated for pupils, parents and teachers. Pupils use START/Unifrog to create their own profile and explore different career paths. All Year 11 pupils have a 1:1 guidance interview with a independent Careers Advisor. All details to be recorded onto Compass+. Workplace visits are evaluated to inform future planning. All employers are asked to complete evaluations after visits and parents to be surveyed at parents' evenings. Development of the PHS Alumni.

Year Two (2022 – 2023)	<ul style="list-style-type: none"> • All pupils have now created an online eprofile to record their career pathway experiences. • 100% of recent Year 11 leavers have joined the PHS Alumni and some will be invited to two school events to help inspire next generation. • All pupils have access to career and labour market information through library, school display, website and tutor time. 	<ul style="list-style-type: none"> • All pupils to use START/Unifrog to create their own profile and explore different career paths. • Year 11 leavers to join the PHS Alumni via google form link. • Staff training on labour market information for all staff to support staff to bring into their subject teaching • Staff CPD to include the use of Alumni pupils to support with raising aspirations. • Most curriculum areas are responsible for at least one workplace visit per year and that these visits are recorded onto Compass+ and on individual pupils' profiles. •
Year Three (2023 – 2024)	<ul style="list-style-type: none"> • All pupils are updating their careers profile on a termly basis and software data analysis shows these updates across all accounts. • To continue working with a range of local employers to ensure that all pupils in Years 7 to 11 have at least one workplace visit per year and have at least one encounter with an employer each year 	<ul style="list-style-type: none"> • Ensure that time is built into the Careers programme so that pupils can update their profiles and that staff have relevant CPD training in order to access these profiles to check progress. • Each curriculum area is responsible for at least one workplace visit per year and that these visits are recorded onto Compass+ and on individual pupils' profiles.

Our Vision: Fulfilling lives, transforming futures Strategic Objective 3: Build a network of varied partners who can engage pupils in developing their career pathways. These partners will work in partnership with subject areas and provide opportunities for pupils to see clear links between their subject learning and the world of work. (Benchmarks 4,5,6,7)		
Year	What will success look like (Targets)? What do we want to achieve?	What actions we will take as a school to achieve these targets?
Year One (2021 – 2022)	<ul style="list-style-type: none"> Each curriculum area to have established a link with a local business. Each business link to provide at least one careers talk / work place encounter 100% of pupils by year 10 have visited at least one higher education provider. 100% of Year 11 pupils to have had contact with at least one further education provider by the end of the academic year. 80% of all pupils in Year 10 have completed a meaningful workplace experience by the end of the year. 	<ul style="list-style-type: none"> All year 10 pupils to visit a FE college in the summer term. All Year 10 pupils take part in work experience / employability skills week in the summer term. Annual PHS Careers Fair where local business, training providers and further and higher education providers will engage with all pupils. The types of employers who attend will reflect LMI. Local Business Group (BNI) to deliver speed dating sessions and trade fairs to interested pupils. Year 7 and 10 to visit a local university. In collaboration with our Enterprise Advisor, every department to be linked with a local business and to begin collaborative work.
Year Two (2022 – 2023)	<ul style="list-style-type: none"> 100% of all pupils in Year 10 to have completed work experience by the end of the year. All pupils to be given to opportunity to arrange their own work experience placement. 100% of all Year 10 pupils have visited a local university and explored future pathways linked to their interests and their own future pathway research. 	<ul style="list-style-type: none"> All Year 10 pupils completed a work experience placement and developed a greater understanding of employability skills.

Yea Three (2023 – 2024)	<ul style="list-style-type: none"> Each curriculum area has established links with a range of businesses that they are using on a regular basis to support curriculum delivery. 	<ul style="list-style-type: none"> Continue to create links with local businesses in order to link these with curriculum areas. Survey each curriculum area in order to establish what links have been created already and how successful these links have been. Schemes of work to be updated with business links as part of the curriculum plan.
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Careers Team

Mr M Shah Governor Link

Ms Owen Headteacher

Mrs J Potts Careers Lead

Mr C Duxbury Career Co-ordinator

Mr Welch Realistic Choices – independent careers advisor

MS H Scully Enterprise Adviser

Enterprise Co-ordinator GMCA

Current Position

Philips High school has performed very well against national standards when mapped against the Gatsby Benchmarks using the Career and Enterprise Company's COMPASS tool. We have fully achieved seven Benchmarks and we have achieved 95% in benchmark 7, demonstrating that we are making good progress and should fully achieving all Benchmarks by the end of this academic year.

Benchmark	% achieved March 2021	% of schools nationally achieving this benchmark (March 2021)
1. A stable careers programme	100	27
2. Learning from career & labour market information	100	52
3. Addressing the needs of each pupil	100	25
4. Linking curriculum learning to careers	100	45
5. Encounters with employers & employees	100	58
6. Experiences of workplaces	100	52
7. Encounters with further and higher education	95	30
8. Personal guidance	100	61

Destination Data

Destinations	2020 School Leavers		2020%	2019 School Leavers	2019%	2018 School Leavers	2018%
Full Time Education	151	↑	93.8%	141	86.5%	148	86.5
Full Time Training	2	↑	1.2%	0	0.0%	1	0.6
Apprenticeship	5	↓	3.1%	8	4.9%	10	5.8
Full Time Employed	0	↓	0.0%	4	2.5%	7	4.1
Voluntary & Part Time Activities	0	→	0.0%	0	0.0%	0	0.0
NEET - Active	3	↓	1.9%	6	3.7%	5	2.9
NEET - Not Active	0	↓	0.0%	4	2.5%	0	0.0
Not Known	0	→	0.0%	0	0.0%	0	0.0
Moved Out Of Contact	0	→	0.0%	0	0.0%	0	0.0
EET	158	↑	98.1%	153	93.9%	166	97.1
NEET	3	↓	1.9%	10	6.1%	5	2.9
Total	161			163		171	