

|  | Where do we want to be?   | What are we going to do to get there?  | Who?   | By when?  | How measured?  | Evidence/Action to follow |
|--|---|--|--|---|--|---------------------------|
| <p>Benchmark 1</p> <p>Stable Careers Programme</p>                 | <p>Write a careers programme in line with careers policy</p> <p>Place onto website</p> <p>SLT engagement and approval</p> <p>Governors involvement adding to the agenda</p>   |  | LDN, HOY, HOD, Business Support, EA  | <p>now</p> <p>July 2018</p> <p>July 2018</p> <p>Ongoing</p> | <p>Create a survey monkey to staff</p> <p>Discuss outcome in line management meeting</p> |                           |
| <p>Benchmark 2</p> <p>Learning from career and LMI information</p> | <p>All teachers to be trained in LMI Engagement into curriculum</p> <p>Training to deliver a new way of teaching</p> <p>Parents/Carers guidance</p> <p>Educating industry</p> | <p>Penny Daly to give INSET day training to cover new requirements for all staff</p> <p>Access to parents/carers guidance to be put on website</p>           | LDN, LBL, Penny Daly, EA, ASE, JFS, HOD  | <p>INSET day in Sept 2018</p> <p>July 2018</p>              | <p>Create a survey monkey to staff</p> <p>Discuss outcome in line management meeting</p> |                           |
| <p>Benchmark 3</p> <p>Addressing the needs of each pupil</p>       | <p>SEND/SEMH - linked into curriculum</p> <p>External stakeholder, parents, outside agencies</p> <p>Raising Aspirations - pupil premium, high achievers, middle ability</p>   | <p>Individual interviews with Careers Adviser for vulnerable students</p> <p>Trips to businesses, universities and FE colleges aimed at specific groups.</p> | <p>SENCO, LDN, LDN, Kerry Mann</p> <p>LDN, Further Education Colleges, Careers Adviser</p> | Ongoing   | Tracking destinations of key groups  |                           |

|   |  |  |   |                |   |  |
|---|--|--|---|----------------|---|--|
| <p>Benchmark 4</p> <p>Linking Careers to curriculum</p>             | <p>English<br/>Maths<br/>Science<br/>Citizenship</p>                           | <p>Language of Business, using different words, using LMI to educate students on available careers for subject<br/>Asking employers into lessons for understanding of relevance of subject to future careers<br/>Work Experience for Year 10</p> | <p>LDN, HOD, Teachers, Employers</p>            | <p>Ongoing</p> | <p>Students understanding of key workskills<br/><br/>Student/Staff Evaluation</p> |  |
| <p>Benchmark 5</p> <p>Encounters with employers &amp; employees</p> | <p>Visits by employers to assemblies<br/><br/>Encounters during curriculum</p> | <p>Careers talks on industry<br/>Employers visits linked to subject<br/>Work Experience for Year 10<br/>Mock Interviews<br/>Assemblies by Apprenticeship Providers<br/>Employability Assembly for Year 11</p>                                    | <p>LDN, HOY, HOD, Penny Daly, EA, Employers</p> | <p>ongoing</p> | <p>Student/Staff Evaluation</p>   |  |

|  |   |  |                                  |                     |                                 |  |
|--|---|--|----------------------------------|---------------------|---------------------------------|--|
| <p>Benchmark 6</p> <p>Experiences of workplaces by the end of Year 11</p>              | <p>Visits to local businesses</p>   | <p>Attend STEM days at local businesses<br/>Work Experience for Year 10</p>  | <p>LDN, HOY, HOS</p>             | <p>Ongoing</p>      | <p>Student/Staff Evaluation</p> |  |
| <p>Benmark 7</p> <p>Encounters with Further and Higher Education by end of Year 11</p> | <p>Visits to universities<br/>Encounters with all forms of Post 16 provision</p>  | <p>Attend subject taster days at universities<br/>Assemblies by Further Education colleges and Universities<br/>Post 16 Evening for Year 11</p>  | <p>LDN, HOY, HOS</p>             | <p>Ongoing</p>      | <p>Student/Staff Evaluation</p> |  |
| <p>Benchmark 8</p> <p>Personal Guidance by the end of Year 11</p>                      | <p>All Year 11 students receive an interview with our Independent Careers Adviser<br/>Vulnerable Year 10 students receive an interview with our Independent Careers Adviser</p> | <p>Year 11 vulnerable students receive one to one interview with Kerry Mann.<br/>All Year 11 students receive a group interview with Kerry Mann which is targetted on ability and future aims.</p> | <p>LDN, ASM, HOY, Kerry Mann</p> | <p>Sept – March</p> | <p>Student Evaluation</p>       |  |