

NeneGate School

Strategic Careers Plan

Version 2024.10

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Overview

At NeneGate School, we aim to equip our students with the knowledge, skills, and attributes needed to reach their full potential in both learning and future work. Our careers program supports our three pillars—**Be Engaged, Be Resilient, Be Ambitious**—and encourages all students to consider their future aspirations. Through close collaboration with post-16 providers, we help them make informed decisions about their post-16 options and the pathways available to them.

Our careers program is embedded across Key Stages 2, 3, and 4 to ensure comprehensive coverage of all Gatsby Benchmarks. This is delivered through tutor time sessions (*Key Stage 2: When I Grow Up; Key Stages 3 and 4: World of Work*), as well as through drop-down days and work experience placements for Year 10 students. We use Compass+ to track our progress against the Benchmarks, while students track their own progress through their *Extending the Boundaries of Learning Passport*.

NeneGate School also benefits from support through an Enterprise Coordinator from Growth Works and Form the Future, who deliver the ASK (Apprenticeship Support and Knowledge) program, further expanding students' understanding of post-16 options. We maintain close relationships with local FE providers to ensure that students are well-prepared for the next steps in their education.

As an SEMH special school, NeneGate's careers offer is tailored to meet our students' specific needs, while promoting inclusivity, equity, and aspiration for all. Our goal is to empower every student to envision and pursue a fulfilling career pathway.

Review of Current Provision

Current Compass+ Scores

Benchmark	December '21	March '23	July '24
1) A stable careers programme	0%	52%	100%
2) Learning from career and labour market information	0%	60%	100%
3) Addressing the needs of each pupil	36%	63%	100%
4) Linking curriculum learning to careers	93%	100%	100%
5) Encounters with employees and employers	0%	0%	100%
6) Experiences of workplaces	0%	25%	100%
7) Encounters with further and higher education	43%	100%	100%
8) Personal Guidance	0%	100%	100%

Analysis of Compass+ and current provision

- A new careers lead was appointed in September 2022.
- Progress has been made against all benchmarks. The trust target is to achieve 100% across all benchmarks and this was achieved in July 2024. It is expected to fluctuate during the next 2 Compass+ evaluations, but remain at 100% at the end of the next academic year.
- Positive relationships developed with Form the Future, funding secured to provide careers guidance sessions for all students.
- Strong relationship with local FE providers. All students have the opportunity to access tours, taster sessions and talks by the colleges. This has increased students knowledge of the opportunities available to them and the colleges have increased awareness of the needs of our pupils. Some students receive multiple transition sessions in preparation for college, but this varies by destination. All leavers are offered places at the FE colleges, but not all students remain on the course for a sustained period of time. It is hoped that these continued relationships and the increased awareness of our students needs will reduce the number of students becoming NEET.
- There remains a small number of pupils who do not engage in the encounters with FE and there is limited parental engagement. Work is required to identify and remove the barriers for these students, with individualised encounters.
- There is currently limited information about student destinations after their initial placements. Tracking systems have been created using Microsoft Forms, but responses have been limited.
- Students receive limited encounters with employers/employees and workplace encounters. Work Experience has not been in place for a number of years and was relaunched in January 2024. Students struggled to secure placements. Work experience will be launched earlier, alongside a parent event, to offer more opportunity to secure placements. Students were able to access virtual work experience provided by Speakers for Schools.
- Students at NeneGate are provided with regular opportunities to learn outside of the classroom, but these do not always link to Careers. Opportunities to link the visits to careers need to be improved. It has also proved difficult for students to access workplace visits, with limited responses for local employers.
- An emphasis has been placed on developing the curriculum for key stage 4 and providing them with the knowledge and skills to be successful at college. There has been limited provision for KS2 and KS3, along with limited provision of development of employability skills. A new link has been made with the ASK project to provide students with CV writing, interview

skills, career starter/apprenticeship lesson, and an awareness presentation. A new tutor time curriculum was introduced in October 2024, providing all students with the opportunity to access CEIAG.

- The school is supported by an enterprise coordinator from Growth Works. The careers lead participates in training and networking events provided.
- The school is part of the Meridian trust, who have a careers director. The school actively takes part in trust wide training and networking events. The trust includes 2 other special schools, and provision is made to work collaboratively with them.
- The careers lead is completed the lvl 6 Careers Leader training in 2024.
- The careers programme is overseen by the careers lead, with support from SLT. There is currently limited input into the programme from other staff. Maths, Science and English link learning to careers using MyPath.
- A network of NeneGate Alumni is being created to provide students with positive role models that they can relate to.

Strategic Objectives

Vision - All students are encouraged to consider their future aspirations and we will enable them to make informed decisions about post 16 routes and relevant pathways.	
Development of opportunities for students to have encounters with employers, employees and experience of the workplace.	Understand the relevance of all subjects to future career paths
5, 6	2, 3, 4

Strategic Objective 1 – Development of opportunities for students to have encounters with employers, employees and experience of the workplace.

Benchmarks 5, 6

Importance to School – NeneGate Students have limited positive role models and limited aspiration. Provision of work experience will and encounters with employers/employees will help to increase awareness of opportunities available to them, inspire them and enable them to realise what they can achieve. Students will gain a realistic expectation of the world of work and further education. There will be a reduction in the number of students who are NEET.

Year	What we want to achieve	Action	Success Criteria
1	All tutor groups have a visit to a workplace and meet an employer/employee. Year 10 pupils to attend 1 week work experience placement where appropriate Opportunities to meet NeneGate Alumni at coffee afternoons and guess the job events	Jle to liaise with tutors and support them to contact local businesses. Tutor teams to organise visits. Jle to launch work experience, including health and safety. Tutor teams to support students to find suitable placements. Jle to invite NeneGate alumni for speed dating style event – guess the job.	All tutor groups have provided students with the opportunity to visit a workplace and speak to an employer/employee about their job. All students have a placement identified for work experience and relevant checks have been completed. All students attend work experience placement. Students attend event with NeneGate Alumni
2	Creation of a scheme of work to support work experience as part of World	Ensure schemes of learning have work experience related	Students are prepared for work experience and

	of Work provision, preparing them with the skills they need and reflecting on building on their experiences and what they have learnt Creation of resources and tracking to support tutor group visits to workplaces to raise their aspirations.	module to ensure work experience is successful and valuable for students. Scheme of work delivered.	placements are successful. Students have evaluated their placement and are aware of their successes and the skills that they need to develop. Students in all classes successfully visit a workplace. Students can identify the skills they need to be successful in the workplace. Students can identify areas of work that interest them.
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Strategic Objective 2 – Understand the relevance of all subjects to future career paths			
Benchmarks 2, 3, 4			
Importance to School – Some students are disengaged with curriculum learning or do not understand the reason for it. Linking careers to curriculum learning will make subjects more relatable and relevant to everyday and working life. Increased engagement from students.			
Year	What we want to achieve	Action and timescale	Success Criteria
1	Students are aware of how core subjects relate to the world of work and how they relate to future career paths.	Core subjects use MyPath at the beginning of every topic to link learning to careers. Ensure schemes of work for core subjects include links to careers.	MyPath videos are embedded at the start of every new topic. Students understand the link between core subjects and future career paths.

		Core subject leads to create resources for nurture groups to use during National Careers Week, linking subjects to careers.	
2	Students are aware of how all subjects relate to the world of work and how they relate to future career paths.	Scheme of work Staff survey to ensure that subject leads have the relevant knowledge to link subjects to the world of work and identify any training needs. Ensure all schemes of work include links to careers. All subject leads share resources for use during National Careers Week, linking subjects to careers.	Students understand the link between all subjects and future career paths.