



END OF YEAR REPORT

CHADSGROVE SCHOOL

WELCOME...

Dear Head Teacher / Principal

As the Chief Executive of the Worcestershire Local Enterprise Partnership and on behalf of the Inspiring Worcestershire Careers Hub delivery team I would like to take this opportunity to express my sincere thanks for your continued support and participation in the Careers and Enterprise Company initiative as we enter the new academic year.

Over the past couple of years the delivery of careers education has evolved. We have seen the government introduce new areas of focus for education such as the Provider Access Legislation, Ofsted have increased their focus on careers education through the personal development section of the common inspection framework and we could potentially see more changes on the horizon once Ofsted's thematic review of careers education is completed. Despite these new challenges our relationship with education across Worcestershire has strengthened further and by implementing new and innovative ways to deliver careers education we have continued to produce fantastic results across the county.

By ensuring that careers education remains a high priority and by delivering a comprehensive careers programme within your school you are helping support young people across the county to make more informed pathway and transition choices, allowing them to be fully prepared to enter the world of work.

Allowing activity to be delivered in school which is aligned to the government's careers strategy has also seen our young people experience more employer encounters than ever before. These encounters will continue to provide students with an insight into the world of work which will eventually enable local employers to call upon a talent pool of potential new employees who hold all of the skills and qualifications they are looking for and continue to have a positive impact on the local economy.

I thought it was worth sharing with you a short performance report for your information. I feel it is important to provide you with an update on your individual school's current Gatsby Benchmark performance, highlight a few areas which your school may wish to focus upon and give you an insight into the activity which our delivery team has planned to support your careers leader, careers team and in turn your students during the new academic year.

Our hope is that the statistical information we are sharing will not only help you see how your school is performing in comparison to the other Worcestershire hub member schools but also how your school compares nationally to schools across England's LEP areas which are also participating in the delivery of the Careers and Enterprise company initiative.

Through our contract with the Careers and Enterprise Company the local delivery team have been tasked to adapt the delivery of their programmes to align with their new priority areas. These will include activity relating to economically disadvantaged young people, amplifying awareness of apprenticeships, technical and vocational pathways and increasing the number of employers willing to support the delivery of careers education.

Please rest assured the "Inspiring Worcestershire" delivery team will continue to make themselves available to support your careers leader and careers teams, maintaining our role as the critical friend to your school as we have been over the past 5 years following the introduction of careers hubs across England.

Thank you again for your support and we shall look forward to working with you in 2023/2024.

Kind Regards



Gary Woodman

Chief Executive
Worcestershire Local Enterprise Partnership
September 2023.

OFFERS OF SUPPORT



Head Teacher Support

Over the past 5 years we have focused our offer to support the actual delivery of careers related activities by working directly with our network of careers leaders located within our hub member schools however this year the Inspiring Worcestershire delivery management team would like to extend our offer of support to include our network of Head Teachers.

Throughout the 23/24 academic year the careers hub management team will make themselves available to directly support Head teachers across our network should they feel they would like additional support to implement careers programmes within school or discuss how they can meet the mandatory activity set within the government's careers strategy.

If you would like to take up this new offer of support then please email CEC@Worcestershire.gov.uk with your contact details (email and telephone number) and a member of our management team will arrange a convenient day/time to meet with you.

SLT / Governor Careers Workshops

During the Spring Term of 2024 the Inspiring Worcestershire careers hub will be facilitating a small series of workshops to directly support members of SLT and Governors located within our hub member schools.

These workshops will support attendees to raise their awareness of the careers landscape both locally and nationally and provide support to understand the latest legislation linked to the careers agenda required to be delivered within schools.

The first of these workshops will be delivered virtually and will be followed by a second session which will be delivered face to face. During both sessions you will hear from a number of relevant guest speakers and hear from local schools on how their recent Ofsted inspections were linked to the careers agenda.

Further details of these workshops will be shared during the Autumn term 2023.

STATUTORY GUIDANCE & CAREERS AND ENTERPRISE DELIVERY KPI'S

THE CAREERS & ENTERPRISE COMPANY

Ofsted
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The Careers and Enterprise Company have requested that the following activities are monitored and encouraged to take place within local Careers Hubs and their hub member schools during the 2023 / 2024 academic year. This activity will support education establishments to confidently meet their statutory obligations.

Provider access legislation

Schools are mandated to provide ALL registered students with up to six encounters with providers of approved technical education qualifications and/ or apprenticeships during their journey through education.

These six encounters will be required to take place across the following years groups:

- Two encounters in Years 8 and 9 (Mandatory for All registered students to attend)
- Two encounters in Years 10 and 11 (Mandatory for All registered students to attend)
- Two encounters in Years 12 and 13 (Mandatory for the school to offer but optional for learners to attend)

Schools must ask providers to whom access is given to provide information that includes the following:

(i) information about the provider and the approved technical education qualifications or apprenticeships that the provider offers.

(ii) information about the careers to which those technical education qualifications or apprenticeships might lead.

(iii) a description of what learning or training with the provider is like, and

(iv) responses to questions from the pupils about the provider or approved technical education qualifications and apprenticeships.

Definitions:

The following definitions have been taken from the government's statutory guidance.

MUST:

When the person or education establishment is required to do something.

SHOULD:

When the person or education establishment is required to follow the advice set out unless there is a good reason not to.

The activities below have been broken down in to two sections covering the **MUST** take place and the **SHOULD** take place elements from within both the Government's Statutory Guidance and the 2023/2024 CEC delivery KPI's.

STATUTORY GUIDANCE & CAREERS AND ENTERPRISE DELIVERY KPI'S

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MUST:

- > Schools and Colleges MUST name a designated Careers Leader, a dedicated professional who is a member of the senior leadership team or works directly with them. The Careers Leader should have the skills, commitment and protected time that enables them to carry out the role effectively.
- > The Careers Leader contact details MUST be published on the school's or college's website and will be the primary contact for the local delivery teams.
- > Careers Leaders are required to attend the minimum number of required termly 1 to 1 meeting with their designated Enterprise Co-ordinator. The number of meetings will be based on performance and engagement levels from the previous term and scheduled in advance. At least one meeting will take place towards the end of each term to support the submission of the required Compass evaluations.
- > Education establishments are required to submit a Compass Evaluation via the Compass Classic or Compass + self-evaluation tool at the end of each term during the 2023/2024 academic year to monitor progress on their achievement of the Gatsby Benchmarks.
- > School governing bodies MUST make sure that independent careers guidance is provided to ALL 12- to 18-year-old students.
- > Every school and College SHOULD have a member of the governing body who takes a strategic interest in careers education and guidance and encourages employer engagement. The governing body MUST make sure that independent careers guidance is provided to ALL 12- to 18-year-olds.

STATUTORY GUIDANCE & CAREERS AND ENTERPRISE DELIVERY KPI'S

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SHOULD:

- > Every school and college SHOULD have an embedded programme of career education and guidance that is known and understood by students, parents, teachers, governors, employers, and other agencies.
 - > Young people have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school's or college's careers programme SHOULD embed equality and diversity considerations throughout.
 - > The Careers Leader SHOULD engage with the school's designated teacher for looked after and previously looked after children to:
 - > ensure they know which students are in care or who are care leavers.
 - > understand their additional support needs and
 - > ensure that, for looked after children, their personal education plan can help inform careers advice.
- For these students, careers advisers SHOULD also, in co-ordination with the school's designated teacher, engage with the relevant Virtual School Head or Personal Adviser to ensure a joined-up approach to identifying and supporting their career ambitions.
- > Education establishments SHOULD consider increasing focused careers activity for specific cohorts on young people such as those at Risk of becoming NEET, Looked after Children and those with SEND.
 - > Education establishments SHOULD consider upgrading from the Compass Classic to the Compass + self-evaluation tool during the 2023/2024 academic year.
- > Every student SHOULD have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes, and should include students' own part time employment where it exists.
 - > Every student SHOULD have first-hand experiences of the workplace through work visits, work shadowing or work experience to help their exploration of career opportunities and expand their networks.
 - > All subject staff SHOULD link curriculum with careers, even on courses that are not specifically occupation led. For example, STEM subject staff should highlight the relevance of STEM subjects for a wide range of career paths. Study programmes should also reflect the importance of maths and English as a key expectation from employers.
 - > Designated careers leaders within education establishments SHOULD undertake the FREE Careers Leader training course on offer from the Careers and Enterprise Company.
 - > Education establishments SHOULD consider completing at least one x Future Skills Questionnaire covering a minimum of one x cohort of students during the academic year.
 - > ALL hub member schools SHOULD aim to achieve a minimum of 5.5 Gatsby Benchmarks by the end of the 2023/2024 academic year.
 - > All Careers leaders should make themselves available where possible to attend the District Strategic Careers Leader meetings which take place on a termly basis throughout the academic year.

CHADSGROVE SCHOOL

DESIGNATED CAREERS LEADER : EMMA NOLAN

Historical Benchmark Performance

Individual school level performance data based on the Compass evaluations submitted by the school careers leader at the end of each academic year.

Chadsgrove School - Compass Data

	Benchmark	1	2	3	4	5	6	7	8
Jul-18	Baseline Score	11%	30%	57%	0%	0%	0%	0%	0%
Jul-19	End Year 1	100%	100%	100%	100%	100%	100%	95%	100%
Jul-20	End Year 2	100%	100%	100%	100%	100%	100%	100%	100%
Jul-21	End Year 3	100%	100%	100%	100%	100%	100%	100%	100%
Jul-22	End Year 4	100%	100%	100%	100%	100%	100%	100%	100%
Jul-23	End Year 5	100%	100%	100%	100%	100%	100%	100%	100%

■ COMPLETED
 ■ WORKING TOWARDS
 ■ NOT STARTED

Chadsgrove School has achieved 8 out of the 8 Gatsby Benchmarks

Local and National Benchmark Performance Comparisons

National performance comparisons

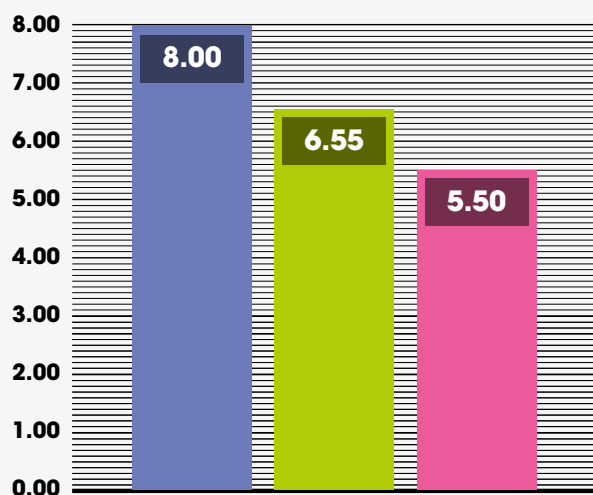
WAVE 1 average BM score



National	5.50
Worcestershire	6.55
Difference	1.05

Local performance comparison

Local/national average BM score



Chadsgrove School	8.00
Worcestershire	6.55
National	5.50

CHADSGROVE SCHOOL

SUMMARY OF 2022/2023 ACADEMIC YEAR

Compass Submissions 2022 - 2023

Hub Member Schools have a mandatory requirement to submit a Compass evaluation at the end of each term during the academic year. Listed below are the details of the evaluations submitted during the 2022 / 2023 academic year.

Term	Compass Evaluation Submitted
Autumn Term 2022	YES
Spring Term 2023	YES
Summer Term 2023	YES

Provider Access Legislation

Following the introduction of the Provider Access Legislation in January 2023, education establishments are mandated to provide ALL registered students with up to six encounters with providers of approved technical education qualifications and/ or apprenticeships during their journey through education.

Listed below are details of your school's performance based on the information submitted as part of the July 2023 compass evaluation.

Year Group PAL Encounters	Not Started	Working Towards	Achieved
Years 8 and 9 (Mandatory)		A few (1-25%)	
Years 10 and 11 (Mandatory)		Some (26-50%)	
Years 12 and 13 - Offer (Mandatory)			All or nearly all (91-100%)
Years 12 and 13 - Take Up (Optional)			All or nearly all (91-100%)

Upgrade to Compass +

It is recommended that hub member schools consider upgrading from the Compass Classic version to the Compass + self-assessment tool as part of their participation in the Careers Hub initiative.

Has the Compass + upgrade been completed by the school - YES

NOTE: The Careers and Enterprise Company has a dedicated team available to support schools through the Compass + upgrade process.

Careers Leader Training

Designated Careers leaders within hub member schools are strongly advised to undertake the FREE Careers Leader training on offer from the Careers and Enterprise Company.

Has your current Careers Leader completed the Careers Leader training - YES

NOTE: Any NEW careers leaders taking up the role for the 2023/2024 will be eligible to undertake the FREE Careers Leader training

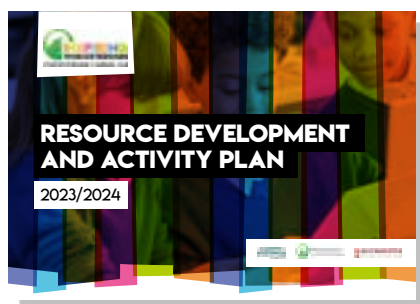
CHADSGROVE SCHOOL

ACTIVITY FOCUS RECOMMENDATIONS FOR 2023/2024

During the first of the termly engagement meetings which will take place between your assigned Enterprise Co-Ordinator and your designated careers leader a "School Support" document will be shared and discussed with your career's leader.

This document will outline some activities which your school may wish to consider adding to their current careers programme to support the achievement of any outstanding Gatsby Benchmarks.

The wider team will continue to support your establishment to fulfil their mandatory requirements and assist you wherever we can.



We have also already published and shared with your careers leader details of the resources and activities which we will be supporting centrally and offering to ALL hub member schools during the 2023/2024 academic year. Details can be found by using the following link:

[Resource Development and Activity Plan 2023/24](#)

Sub-Benchmark focus for 2023/2024

Following the submission of your establishment's last Compass Evaluation during the Summer Term 2023 we thought it might be useful for you to see a breakdown of the sub-benchmark elements which have not yet been achieved by your school.

Your designated Enterprise Co-ordinator will discuss with your careers lead some activities which may support the completion of these sub benchmarks which will in turn enable the completion of the overall benchmark.

Benchmark Description	Sub Benchmark Outstanding
8 out of 8 BMs	Following the most recent submission the school has achieved all 8 x Gatsby Benchmarks and therefore has no sub benchmarks outstanding.

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