



Hyde High School

CEIAG delivery strategy 2024-25

Rationale:

The CEIAG strategy at Hyde is underpinned around the 8 benchmarks produced by the Gatsby Charitable Foundation. This strategy is also informed by the GM Combined Authority strategy report and outcomes. The following outlines how the school intends to deliver the benchmarks in 2024-25:

Key aims:

- To provide students with a careers programme that allows all students to make informed decisions post 16.
- For all students to experience encounters with employers and training providers.
- To provide students with opportunities to work on bespoke careers exercises that are appropriate to their individual needs.
- To provide students with up to date information on LMI.
- To provide students with information that gives them an insight into the world of work.
- To ensure all students in year 11 have a September guarantee.

Delivery strategy:

The CEIAG strategy at Hyde is underpinned around the 8 benchmarks produced by the Gatsby Charitable Foundation which are:

A stable careers programme known by all school stakeholders

A separate calendar of events for both KS3 and KS4 is available on the website. This will be produced in booklet format and distributed to all learners and their families. The calendar provides detail on the key outcomes as advised by the careers service.

Students in year 10 will complete the steps programme during their dedicated careers lessons in the spring term. These exercises will enable students to identify areas for development and help them produce key

documentation such as a C.V. and letters of application. Students will record their achievements and will be expected to keep a portfolio containing key documentation through Xello. Students and families will also be given access to LMI from the new skills gaps report to enable them to make informed choices about their future. The school calendar of events will be distributed to both students and parents to provide detail on key events and dates that students in all years will attend, including HE/FE events, mock interviews, industry days, employer speed networking and workplace experiences.

Additional key information on LMI and finance will be delivered through assembly.

A further presentation will be delivered to year 10 around National Apprenticeship week to improve their understanding of apprenticeships. Tameside College have also been approached in order to offer different opportunities as part of their taster day experience. This was highlighted as an action point from the student surveys.

All students in KS3 now have dedicated CEIAG sessions through form time. Students will follow the relevant steps programme which includes:

STEPS L1 (Year 7)

- Changes and achievement
- Stepping up from primary school
- Influences
- Roles and responsibilities
- Personal qualities
- Skills for Life
- Recording and presenting information
- What is work?
- Using the Careers Library
- L.M.I and S.T.E.M
- Changes in the World of Work
- Creativity
- Setting targets
- Reviewing my learning and looking ahead

STEPS L2 (Year 8)

- Beliefs and values
- Are school and work so different?
- What do you want from work?
- Job families and Jobsearch expert
- Changes in the job market
- Dress Codes
- Vetting sources of information
- Budgeting

- Decision making
- The Qualification Landscape
- Writing an Action Plan
- Reviewing my learning and looking ahead

STEPS L3 (Year 9)

- Planning your decision year
- Personal qualities and jobs
- Skills and jobs
- Presenting yourself
- Being Enterprising
- Working Today
- Making an informed choice
- Using reliable information
- Qualifications
- Choosing options
- Fake news
- Review my learning and looking ahead

The separate Baker Clause mapping document details how the STEPS programme delivers the Baker Clause at KS3. In addition to this the school achieved the Inspiring IAG Award in July 2024 and are continuously working at developing our programme to meet all 8 Gatsby benchmarks as effectively as possible. Students have assemblies delivered by careers lead, careers adviser and outside guest speakers for example, Year 10 assembly on apprenticeships by the ASK Team which also covers the latest labour market information. Students in Year 8 will meet employers through speed networking events or assemblies, Year 9 via industry day, year 10 participate in mock interviews in preparation for the next steps and both Year 11 and Year 10 attend careers fair and interact with colleges/6th form/armed forces/training providers.

Students have careers content in their lessons for example in KS3 Science each topic has a link to a career this can lead too.

Learning about different careers paths and LMI

All students in KS4 have access to Xello which is an engaging, online program that helps students define their future goals and transform their aspirations into actionable plans for success. There are dedicated lessons in the CEIAG SOW that enable students to input key information into the software and gain valuable careers pointers and suggestions. Students can explore career and LMI including salary and employment trend data. Students can also explore apprenticeship and FE options.

The year 9 option presentations on the website provides parents with information on how subject choices at KS4 affect progression routes at FE. Different level 3 routes are explored with students and parents

alike and all students in year 10 participate in college taster days (format to be decided). Students start exploring options by completing the 'which way now' programme in year 9.

All students in year 10 will participate in mock interview skills sessions and complete mock application forms in preparation for application to college and/or employment. All students in years 8 and 9 will participate in employer speed networking events in which they will meet at least 5 employers and learn more about the world of work.

Students in year 9 will participate in an industry day in which they explore different workplace experiences and gain information on job demands in all sectors of industry.

As part of the schools extra-curricular programme we are currently investigating the possibility of delivering the Barclays virtual Life Skills programme

All students have access to an on-line resource called Xello which they can access 24/7. Xello is an engaging, online program that helps students define their future goals and transform their aspirations into actionable plans for success. College prospectus are available in the careers office, or via website links.

All students in year 10 will attend college taster days in the summer to enable them to make informed choices regarding FE progression routes.

Addressing the needs of each student

Through careers lessons and form time, students will complete the 'steps' booklet. Different exercises will enable the student and teacher to identify areas of strength and areas to develop. Students will become familiar with different progression routes and the qualifications they need in order to successfully progress onto FE.

Students return to their steps booklet and different intervals in their education. We will focus more on the finance section and employee rights and responsibilities of the SOW and 'steps' booklet in order to address gaps in understanding identified in the student survey.

The careers advisor keeps a central record of all careers interviews. These records detail the aspirations of each student, their individual needs and the advice given to them.

Xello provides each student with a personalised service and tailors advice to each student. This helps students to increase their self-awareness and understanding of the world of work

Linking curriculum learning to careers

All subject areas in the school have identified how their subject helps students develop and apply skills for employment, [see cross curricular audit](#). The options subject presentations also include information on different careers pathways and progression routes. Opportunities for careers discussions are identified and delivered through numerous different curriculum areas.

Encounters with employers and employees

Students in KS3 will take part in employer speed dating and industry day events, students get the opportunity to interact and question numerous employers from different sectors of industry. All students in years 7 and 8 will participate in employer speed networking events in which they will meet at least 5 employers and learn more about the world of work.

Many employers will take part in mock interview day in which students in year 10 and 11 are formally interviewed as they would be for a job or college application. All students are given formal feedback on their performance. The format of this event has not yet been decided.

Xello provides students with video clips of employees discussing their job roles and also provides links to professional bodies and job sites.

Experiences of workplaces

Xello uses student's career suggestions to highlight the areas where work experience is likely to benefit.

The enterprise delivery plan details cross curricular links with employers and how they are utilised to support the learning of students

Hyde High School works with GM careers and enterprise partnership in order to provide students in year 10 with the opportunity to take part in work experience safari's. These involve students being able to explore different workplace sectors within the local context and to understand what different skills and qualities are required to make the successful transition to full time employment. 50% of year 10 students will take part in these experiences this year, increasing to 75% for 2025

Year 9 students will participate in an industry day where they get the opportunity to interview employers and explore feature of different careers paths

Encounters with FE and HE

All external and internal events are planned to help raise aspirations for Hyde High School students and help to widen participation in accessing further and higher education once they leave school.

The annual careers fair in the Autumn term will showcase the wide range of post 16 qualifications and opportunities available including A Levels, vocational A Levels, T Levels, apprenticeships, the armed services and traineeships. Video presentations are also available on the school website.

The Gateway, access to HE programme. Students in all year groups will participate in this programme run by the University of Manchester in order to increase aspiration to Higher Education, this will also include campus visits for all year groups.

Year 10 college taster days will take place at Tameside College and Clarendon 6th form in the summer term. Students will have the opportunity to study a range of or academic subjects in order to give them an insight into what it is like at college and the range of subjects on offer.

High ability learners will participate in the aspirations programme in KS3 where visits to Ashton 6th form will take part providing an insight into subjects on offer and what a college campus is like.

Baker Clause

All students have access to the Baker Clause via the STEPs booklets they use in form time.

Assemblies delivering all up to date information including all post 16 qualifications on offer and diplomas post 14.

Students will meet with employers from industry, local colleges including being introduced to the T LEVELS.

Info in the careers programme calendar of events.

Evaluation

The CEIAG strategy will be evaluated through student and parental surveys carried out at the end of the Autumn term. Year 10 are also set a CEIAG assessment. We will also utilise the future skills survey to inform the readiness of students at key transition points. Future skills questionnaire has been sent to current Year 10 students, this will also be sent to current Year 9 students to help update the programme for next academic year.