

PROGRESS UPDATE: Review of Careers Provision August 2021

SCRUTINY MONITORING – PROGRESS UPDATE	
Review:	Scrutiny Review of Careers Provision
Link Officer/s:	David Willingham/ Ian Caley
Action Plan Agreed:	August 2020

Updates on the progress of actions in relation to agreed recommendations from previous scrutiny reviews are required approximately 12 months after the relevant Select Committee has agreed the Action Plan. Progress updates must be detailed, evidencing what has taken place regarding each recommendation – a grade assessing progress should then be given (see end of document for grading explanation). Any evidence on the impact of the actions undertaken should also be recorded for each recommendation.

Recommendation 1:	That, recognising that a strong careers programme leads to better outcomes for young people and benefits the economy, all schools be encouraged to work towards achieving all Gatsby Benchmarks for all students.
Responsibility:	Martin Gray / Eddie Huntington & Secondary schools
Date:	April 2021
Agreed Action:	Schools are encouraged to prioritise and give high importance to a comprehensive CEIAG programme, support available through Careers Hub and IAG provider
Agreed Success Measure:	Achievement of Benchmarks 1-8, data supplied by Careers Enterprise Company (through their Compass tracking tool)
Evidence of Progress (July 2021):	Measured at June 2020, 45% of Stockton schools fully achieved Gatsby Benchmark 1 (GB1), at July 2021 this had increased to 70%. GB2: increased from 75% to 90% GB3: Slight increase 75% to 80% GB4: slight increase 70% to 75% GB5: Decreased from 80% to 65% (employer encounters, expected to fall significantly due to COVID restrictions) GB6: Decreased from 60% to 35% (experience of workplace) GB7: increased from 50% to 65% GB8: Increased from 85% to 90%
Assessment of Progress (July 2021): (include explanation if required)	2. Largely met. Stockton schools have continued to deliver strong CEIAG programmes, with six of eight Benchmarks showing an increase in the number who fully meet the criteria, for all their pupils. The two areas which have shown decreases in meeting Benchmarks are GB5 and GB6 – the employer related Benchmarks – and it is entirely expected that this would be the case in the year of lockdowns.

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Evidence of Impact (August 21):	Yet to see the impact of this as we are best able to understand the impact of quality CEIAG when we use Destinations data (November 21)

Recommendation 2:	That all schools and colleges be encouraged to ensure they access independent and impartial Careers Guidance for all of their students.
Responsibility:	Martin Gray / Eddie Huntington/David Willingham.
Date:	April 2021
Agreed Action:	Schools and colleges are written to by SBC encouraging independent and impartial Careers Guidance for all students. Head Teachers meeting attended and presented with the benefits of impartial careers advice and guidance, available from a range of providers including but not exclusively SBC
Agreed Success Measure:	All schools contacted and have responded All schools deliver an element of impartial careers advice and guidance
Evidence of Progress (July 21):	All but one school delivered independent and impartial Careers Guidance for their students for school leaver cohorts 2020 and 2021. Increased number of contracts gained by SBC Youth Direction to deliver Universal Careers Guidance within Stockton.
Assessment of Progress (July 21): (include explanation if required)	All schools and colleges have responded positively to an increased focus on Careers Guidance though some of this work was hampered by lockdowns.
Evidence of Impact (July 21):	2. Largely met. Destinations data showed strong performance for the 2020 school leaver cohort: 3.95% NEET including 10 young people who moved into Stockton after completing school elsewhere maintaining very similar NEET performance and in-year drop-out for this cohort as they moved through Y12; many areas across England showed significant increases in both initial (September 2020) NEET and increased drop-out rates too. Just 0.48% of the year group were Not Known = 10 young people, higher than the 0.0% we have achieved in a number of previous years but still a strong achievement given restrictions.

Recommendation 3:	That governing bodies be encouraged to identify a lead from senior management teams and a governor lead to champion careers provision and support the school to work towards meeting the Gatsby Benchmarks.
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Responsibility:	Martin Gray / Eddie Huntington/ Governor Support Service/ Schools and colleges
Date:	July 2021
Agreed Action:	Schools and colleges are contacted by SBC and required to inform us of their lead from SMT and Governors. Presentation at School Governors meeting and follow up briefing for leads. Update sessions planned for Spring and Summer Terms
Agreed Success Measure:	Number of schools who have a lead governor and a Careers Leader from within SMT increases School Governors encourage and support the need for identified lead. Updates identify a range of provision as well as any impact measures.
Evidence of Progress (July 21):	How to plan and deliver effective CEAIG CPD delivered to primary and secondary CPD leads CEAIG CPD delivered to primary and secondary governors CEAIG updates routinely provided to primary/ secondary senior leaders/ Pupil Premium Leads via Closing the Gap Clusters (termly) CEAIG updates routinely provided to primary/ secondary personal development leads via Personal Development Networks (half termly) CEAIG leads identified via school websites All events share up-to-date evidence-based/ research-driven effective practice
Assessment of Progress (July 21): (include explanation if required)	2. Further progress hampered by COVID restrictions.
Evidence of Impact (August 21):	Strong engagement with TVCA Primary Careers Pilot – 38 Stockton schools Sustained and growing attendance at half termly Personal Development Networks Sustained and growing attendance at termly Closing the Gap clusters Positive evaluations/ clear identified action secured following CEAIG CPD events/ Networks/ Clusters

Recommendation 4:	That the Careers and Enterprise Company establish a framework for independent scrutiny and challenge of school's self-evaluation of their performance against the Gatsby Benchmarks, including a requirement for schools and colleges to evidence their self-assessments.
Responsibility:	David Willingham/Eddie Huntington Careers Enterprise Company
Date:	July 2021

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Agreed Action:	Schools and colleges are encouraged to use the new Compass tool, when launched. Schools and colleges are encouraged to maintain evidence of performance against the Gatsby Benchmarks, this could be as part of progress towards and achievement of a Careers Award.
Agreed Success Measure:	Launch of new Compass tool Schools and colleges attaining the Careers Award.
Evidence of Progress (July 21):	CEC report that 12 Stockton schools have already moved to Compass+; 1 school is waiting for confirmation of the move from CEC. 6 schools have not yet moved to Compass+.
Assessment of Progress (July 21): (include explanation if required)	2. Excellent progress. The Tees Valley Careers Hub is in the top 3 nationally for compass review returns by schools.
Evidence of Impact (July 21):	CEC will actively encourage schools achieving 7 or 8 Benchmarks, to apply for a Careers Mark or Careers Award.

Recommendation 5:	That recognising the lack of consistent quality of careers guidance across schools and colleges, the Council takes a lead role in working alongside stakeholders to establish more opportunities for schools and colleges to share best practice.
Responsibility:	Careers & Enterprise Company Youth Direction
Date:	Established by December 2020
Agreed Action:	Schools and colleges are encouraged to take part in Careers Network meetings and activities, and activities and CPD delivered through the Careers Hub.
Agreed Success Measure:	Consistency of provision across schools is achieved, measured through Compass and feedback from young people (to be collated by YD when undertaking Destinations work)
Evidence of Progress (August 21):	Update from CEC Careers Hub lead Andrea Naylor: Overall attendance to workshops from Stockton schools and colleges has been good, we will be doing more work around CPD and SLT engagement in the new academic year as we want to ensure that career leaders are given the opportunity to join this community of practice on a regularly basis. Stockton schools and colleges have been involved in a variety of events via the shout out portal, including asking for employer support for events such as STEM Careers Festival, Careers afternoon, Careers Talk for History, Performing Arts, Engineering, Media, Marketing, Creative industries, Biology,

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	<p>Business Studies, Mock interviews, Employer virtual tours, Work experience and industry placements.</p> <p>Stockton schools/colleges have been involved in the following activity from employers via the shout out portal and also events organised by Tees Valley careers team:</p> <p>BAM Construction, Story Contracting, Sir Robert McAlpine – Inspire Competition, Army, Air League – Soaring to Success, EasyJet – Aim for the Skies, The Big Big Project, Tees Valley Careers Expo, SEND Enterprise Challenge Week, Learn Live webinars (Tees Valley LMI, Armed Forces, Emergency Services, Construction), Preparation for Adulthood video series, Sky News</p> <p>Two local CEIAG Network meetings also took place this academic year, offering networking and updates to be shared among schools and colleges, and with SBC staff.</p>
<p>Assessment of Progress (August 21): (include explanation if required)</p>	<p>2. Further lockdowns, necessary focus on academic work resulting from these and some changes in Careers Leaders have had impact but we are seeing a good level of participation across schools and colleges.</p>
<p>Evidence of Impact (August 21):</p>	<p>Destinations data and feedback needed for the 2021 school leaver cohort.</p>

Recommendation 6:	That the Council works with stakeholders to promote opportunities for apprenticeships and work experience across the Borough.
Responsibility:	SBC TVCA Reps TVCA
Date:	July 2021
Agreed Action:	Ensure apprenticeships and work experience are driven through SBC and TVCA meetings
Agreed Success Measure:	Increase in number of apprenticeship offers and work experience opportunities for KS4 and KS5 students
Evidence of Progress (August 21):	<p>Work experience programmes largely curtailed for school and college students due to COVID related restrictions and lockdowns from March 2020 to July 2021.</p> <p>SBC launched its Apprenticeship programme in May 2021 with 38 new roles available across the Council.</p>
<p>Assessment of Progress (August 21): (include explanation if required)</p>	<p>3. National and local restrictions have severely impacted upon work experience opportunities and employment including Apprenticeships, though they remain on the agenda within SBC and across Tees Valley.</p>
Evidence of Impact (August 21):	As above.

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Recommendation 7:	That, recognising that the effectiveness of the Council’s targeted model in reducing NEET in Stockton (through improving Y12 starts in EET and in reducing drop-out of students from local colleges), there should be a continued focus upon targeted support for Stockton young people as they choose and progress through their individual learning pathways.
Responsibility:	Youth Direction Secondary schools – mainstream and special Colleges and other post-16 learning providers
Date:	March 2021
Agreed Action:	Continuation of support to school leavers through RONI and individual support in Y11 and when needed in post-16 Learning Schools to allow access to all Targeted young people throughout Y11
Agreed Success Measure:	Youth Direction
Evidence of Progress (March 21):	All schools give full and supportive access to Targeted young people in Year 11, to Youth Direction’s Senior Participation Advisers. Schools encouraged and facilitated welfare support from Youth Direction to all Year 11 students through the first lockdown (March 2020 onwards). Destinations data showed that 2020 Stockton school leavers who were Targeted through the RONI maintained strong NEET performance comparable to previous years, and showed that drop-out rates for Targeted students did not change significantly from previous cohorts, evidencing that the support worked effectively.
Assessment of Progress (August 21): (include explanation if required)	1.
Evidence of Impact (August 21):	Destinations data as above; Destinations data for 2021 school leavers will also be examined during the Autumn Term.

Assessment of Progress Gradings:	1 Fully Achieved	2 On-Track	3 Slipped	4 Not Achieved
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