

Scrutiny Review Narrowing the Gap of Educational Attainment – Appreciative Inquiry Recommendations Action Plan

Recommendation Lead: Mandie Rowlands

Recommendation 11: Strengthen our approach to career pathways for children, young people and their parents

Accountability: CYP Committee Meeting dates 17.09.2026

Stockton Strategic Education Board Meeting 16.07.2025

Impact Review dates: 09.12.2024, 10.02.2025, 23.04.2025, 09.06.2025

The following plan focuses on actions to be taken during the current academic year. It is anticipated that some of these actions will continue in 25-26 and that further actions may be identified/adapted, based on research.

This plan is linked to Priority Four in the Council's Plan: An inclusive economy

Stockton-on-Tees will be a recognised place of good work and fair play

We will support our residents to access secure and sustainable employment

Research			
Proposed Actions / Progress	Success Measures	Responsibility	Date
Understand the current picture: <ul style="list-style-type: none"> - Develop partnerships to better share the current post-16 provision with schools, enabling and informing information and guidance on career pathways for schools and their students - Determine whether this meets the needs of the school and the young people to ensure they have the right knowledge, information and how to access this - Review the current model of school-based careers fayre's/events to make recommendations to enhance this, that will support good IAG for young people around progression opportunities (employment including apprenticeships, training and further/higher education) 	Established Stockton Careers Network: sessions held with school and college Careers Lead staff exploring NEET performance and the employment / industrial development locally	Vanessa Housley	July 2025
	Sessions to be held with Careers Leads from schools and colleges to establish priorities for careers education in their establishments and how SBC can help (led jointly by Careers and Economic Development)	Ian Caley Fallon Dunleavy	July 2025
	To further develop (through this Careers Network) feedback loops with schools and colleges about the careers and progression experience of young	Ian Caley Fallon Dunleavy	July 2026

	people, using young person voice captured through Y11 and Y12 surveys of students		
Develop an inclusive and broad offer from SBC that supports the robust provision of careers education in all schools	Through the Careers Network we will develop a shared resource “bank” of activities, experiences (including how to meet the “two weeks work experience” duty), lesson plans / ideas / group work resources, repository of good practice and shared contacts / networks which will bring together the excellent work already being done, while giving individual schools, colleges and staff help and support in meeting the 8 Gatsby Benchmarks	Mandie Rowlands Ian Caley	July 2026
Develop a strategy for schools to work with SBC departments to identify opportunities for school-based curriculum to be enhanced with workplace experience and knowledge	<p>To compile a list of services and teams who can accommodate and want to host work placements for KS4 and KS5 students</p> <p>To communicate this with external partners – schools and colleges but also AP providers, special schools, PRU, EHE</p> <p>To develop a resource which assists teams in providing a high impact work placement – project based activity, inspiration, skill identification and development, mentoring; in addition to traditional work shadowing</p>	Mandie Rowlands Liz Purdy Fallon Dunleavy	May 2026
Develop a Summer School strategy to enhance the skills, knowledge and experience of our young people through a range of activities such as enterprise weeks, business weeks	Accrue and share valuable activities which already exist and are accessible for Stockton young people	Ian Caley Jane Williams	July 2026

	Build a local offer which can be accessed in-person, with brings inspiration and information to strengthen the local offer of work, training and education post-16 and post-18		
Communication			
Proposed Actions / Progress	Success Measures	Responsibility	Date
1. Stockton Born and Bred initiative, highlighting pathways to success that can be achieved locally	10 interviews / interactions filmed and shared through appropriate media, with people who are from Stockton and gone on to achieve success in their chosen field		
2. Stockton's post-16 providers to form a partnership and share good practice, communications and marketing	Students enrolling at Stockton colleges increases from 2024 baseline, evidencing they have been inspired by the local offer		October 2025 October 2026
3. Stockton's career leads to strengthen the network meetings, taking the learning back to schools and colleagues within other secondary schools	Careers Lead Network meetings are attended by all secondary schools and working towards a single action plan		January 2026
Events			
Proposed Actions / Progress	Success Measures	Responsibility	Date
1. Establish and strengthen the Stockton Careers Network	At least 6 meetings attended by 80% of our secondary schools and colleges	Ian Caley Fallon Dunleavy	July 2026
2. Development and delivery of either one Careers event or a Careers Roadshow which has capacity to be delivered across all schools and colleges	Large event to be attended by at least 500 young people and parents/carers Roadshow delivered in at least three secondary schools	Ian Caley Fallon Dunleavy	July 2026