

## Harris Year 11 CEIAG Plan - 2025-2026

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| <b>What independent careers guidance, advice and support do the students receive?</b> | Personal one to one guidance from the Careers Adviser for anyone who needs or requires additional support. Targeted students include SEN and NEET students.                                                                                                                        | In addition, all students are spoken to by Heads of Year, Form Tutors and SLT in terms of future options post 16 throughout the academic year.                                                                                                                                                                                                  | SEN and NEET students are given additional Careers Meetings with the Careers Adviser and/or Head of SENCO.                                                                                                                                                          | Extra support also given as requested to help students with physically applying for their post 16 options.                                                     | Destination data is collected to record student applications and highlight where support is required. Extra support will be offered for students after leaving Harris where highlighted through destination data. This data is also used as an evaluation tool of the careers programme. | Drop-in sessions during lunchtimes during the week to provide students with extra help and advice with general careers advice, support and guidance.                                                                          | Additional follow up meetings for SEN or Neet students to confirm they are still in their destination. Additional support meeting offered if needed. |                                                                                                                                          |
| <b>What curriculum support do the students receive?</b>                               | Mock Interviews with external companies to take place during the end of Autumn term in December 2024. Application forms completed in English lessons to link employability skills with the curriculum.                                                                             | Career Assemblies booked in each week throughout the Autumn Term. This includes local Colleges, Universities, Businesses, Training Providers etc.....                                                                                                                                                                                           | Careers work related sessions to be taught in PHSE with Tutors throughout the year. This will include mock interview preparation, exploring university and apprenticeships, interview skills, finding a career, corporate responsibility and post-16 applications.  | Use of careers based technology package, Unifrog will be used to reflect on and record achievements, experiences and learning.                                 | Careers based activities to coincide with National Careers Week including an assembly for each year group.                                                                                                                                                                               | Careers is naturally embedded into all subject areas and students learn the importance as to why they study their particular subjects.                                                                                        |                                                                                                                                                      |                                                                                                                                          |
| <b>Are there any additional opportunities?</b>                                        | Harris Scholars Events - Dates to be confirmed separately. Please refer to the Harris Scholars Events Calendar for dates.                                                                                                                                                          | Students to encouraged and supported, where necessary, to visit post-16 education providers.                                                                                                                                                                                                                                                    | Visits with the Careers Adviser and Pastoral Team to attend local Colleges to support the transition from School to College, particularly with SEN / NEET students.                                                                                                 |                                                                                                                                                                |                                                                                                                                                                                                                                                                                          |                                                                                                                                                                                                                               |                                                                                                                                                      |                                                                                                                                          |
| <b>Parent/Carer Engagement</b>                                                        | Introducing Careers at Harris letter in September.                                                                                                                                                                                                                                 | NextSteps Newsletter monthly with updates, sources of LMI, links to opportunities etc.                                                                                                                                                                                                                                                          | Promote and inform of careers interactions through a letter before each event and information via website and social media.                                                                                                                                         | Careers information on the Harris website.                                                                                                                     | Encourage engagement with Unifrog through letters and social media. Send out parent code to give access.                                                                                                                                                                                 | Careers Adviser to attend parent evenings.                                                                                                                                                                                    | Send information on post-16 pathways and open events via all channels.                                                                               |                                                                                                                                          |
| <b>Links to the Gatsby Benchmarks</b>                                                 | <b>Benchmark 2</b> - All Students should now be able to make informed decisions as to their Post 16 options and routes.                                                                                                                                                            | <b>Benchmark 3</b> - The needs of students are addressed for anyone who needs extra support and guidance.                                                                                                                                                                                                                                       | <b>Benchmark 4</b> - Through a variety of curriculum learning, students are given the opportunity to learn how their subject can help them progress into their future careers.                                                                                      | <b>Benchmark 5</b> - Students have an opportunity to meet with external employers during their mock interviews.                                                | <b>Benchmark 6</b> - Throughout the transition plan, students have the opportunity to visit their chosen area of College                                                                                                                                                                 | <b>Benchmark 7</b> - Throughout the year, students will have the opportunity to meet with professionals from both further and higher educational establishments.                                                              | <b>Benchmark 8</b> - Students who need or require extra support will be given personal guidance.                                                     |                                                                                                                                          |
| <b>Links to the CDI Framework</b>                                                     | <b>Grow Throughout Life</b><br>As a result of careers and wider school activities throughout their school life, students at this sHarris Scholars (high achievers) should be able to realistically appraise their skills and qualities to be able to make better informed choices. | <b>Explore Possibilities</b><br>Careers and LMI resources are used in PHSE. Students are able to explore a variety of opportunities available to them in terms of speaking with career professionals during their mock interview. Students can sign up to further support in applying for apprenticeships in a workshop by Ask Apprenticeships. | <b>Manage Career</b><br>Students are supported by tutors, Head of Year and the Careers Adviser to make their post-16 applications. Selected students will receive a second individual guidance meeting. Other students may request one or attend a drop-in session. | <b>Create Opportunities</b><br>Mock interviews help students with interview and networking skills. Students can take on leadership roles by becoming Prefects. | <b>Balance Life and Work</b><br>Students learn about mental health and wellbeing, citizenship and family relationships through PSHE lessons and activities during Mental Health Awareness Week. Students have financial awareness sessions in PSHE.                                      | <b>See the Big Picture</b><br>Students will apply labour market information when making their final decisions about post-16 education or training. They can access support from their Tutor, Head of Year or Careers Adviser. |                                                                                                                                                      |                                                                                                                                          |
| <b>Links to the essential Skills Builder skills</b>                                   | <b>Listening</b> - Students must listen carefully to the interviewer during the mock interviews and for their real life post 16 interviews.                                                                                                                                        | <b>Speaking</b> - Students are able to present themselves effectively during post 16 interviews.                                                                                                                                                                                                                                                | <b>Problem Solving</b> - Students may need to do some problem solving when deciding their post 16 options. For example, do some of their chosen subjects clash? Will they need to make alternative options etc?                                                     | <b>Creativity</b> - Students become more creative in their ideas for post 16 options and in the ways in which they are able to express and promote themselves. | <b>Leadership</b> - Students are now able to lead by example to their younger peers and understand the different roles within a team.                                                                                                                                                    | <b>Teamwork</b> - Students are now fully aware of the importance on teamwork and the different roles and skills needed for a team to be effective and achieve the end goal.                                                   | <b>Aiming High</b> - Students are feeling more confident in their abilities of what they can aim for in the future, whilst remaining realistic.      | <b>Staying Positive</b> - This is a principle which students learn during the recruitment process as things may not always run smoothly. |
| <b>Milestones and Learning Outcomes</b>                                               | To be able to recognise and use employability skills and transfer to the outside world once they have left school.                                                                                                                                                                 | To be able to confidently use the Unifrog system and record their successes and achievements and provide constructive feedback.                                                                                                                                                                                                                 | To feel "work ready" and be equipped with the skills and qualities needed to go into the workplace or Further Education.                                                                                                                                            | To understand the Recruitment Process from start to finish.                                                                                                    | To be able to plan effectively and make well informed decisions.                                                                                                                                                                                                                         | To be able to manage change and transitions with support.                                                                                                                                                                     |                                                                                                                                                      |                                                                                                                                          |