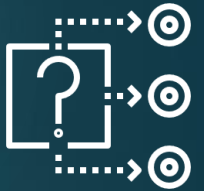




# Careers Provision Audit 2020

DR CHALLONER'S HIGH SCHOOL  
- CAREERS DEPARTMENT





# Purpose

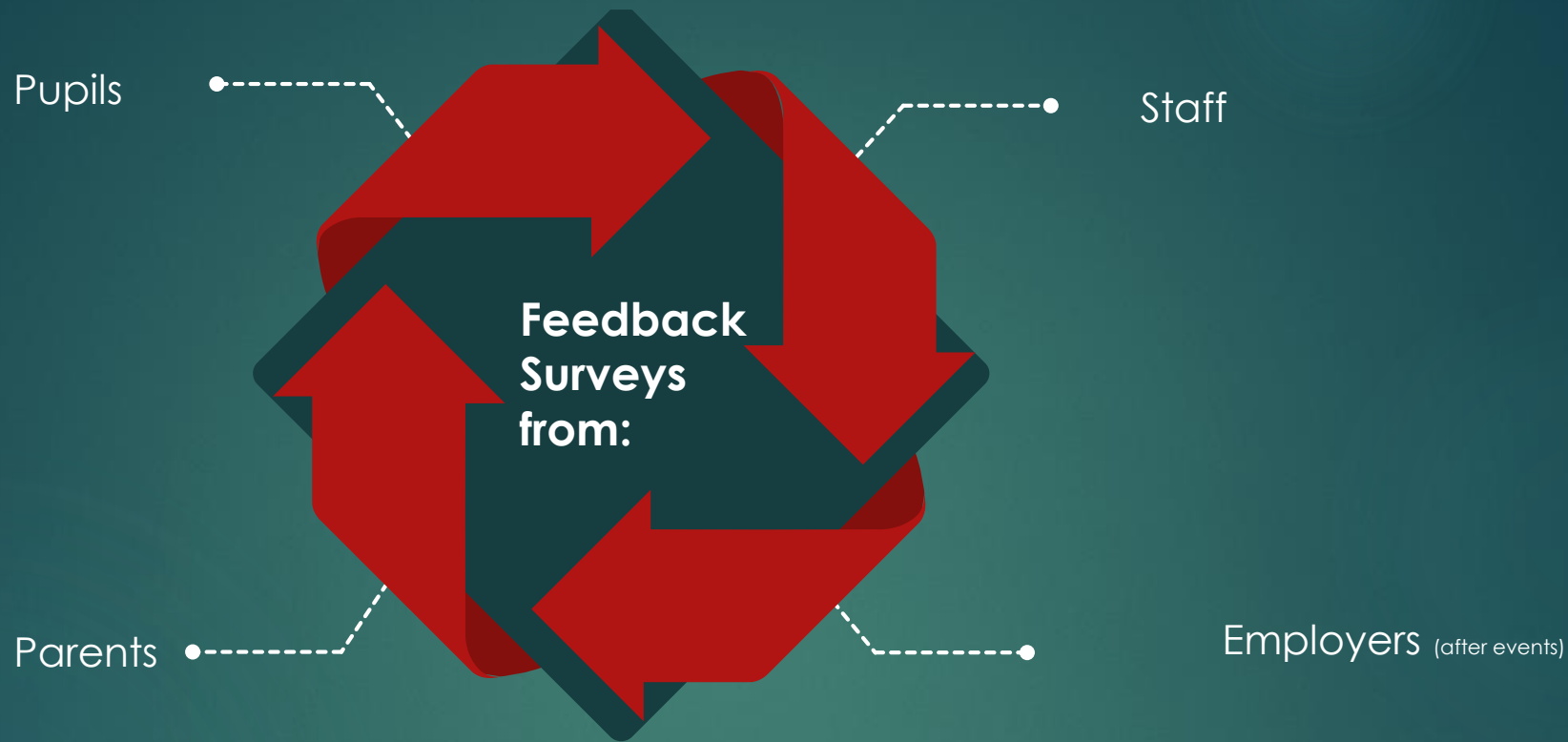
**TO ANALYSE THE FEEDBACK FROM PUPILS, PARENTS, STAFF AND EMPLOYERS ON THE CAREERS PROGRAMME/INITIATIVES.**

# What did we do? Setting the scene

(from September 2019 to Feb 2020 when audit started)



- ▶ Created the **Careers Coordinator** position effective Sept 2019 (14 hrs pw); sole focus is driving the Careers Provision forward
- ▶ **SLT buy in** and direct management by Deputy Head Teacher
- ▶ Outlined a **new careers programme**, raised awareness of it with pupils, parents, staff & employers
- ▶ Designed a **careers webpage** as part of the main school website
- ▶ Initiated **day-to-day careers support** in-house, in a dedicated office via the Careers Coordinator
- ▶ Actively joined and participated in **Bucks Schools Careers groups** and CPD
- ▶ Provided **1:1 & group advice** on:
  - GCSE & A Level choices (with respective careers)
  - CV & Applications
  - Work experience
  - Next steps info (Apprenticeships/College/universities/Gap Years)
- ▶ **Opportunity sharing** with pupils:
  - Talks & webinars
  - Work experience & volunteering opportunities
  - Interactive careers websites/ careers education
  - Clubs & programmes (eg. Young Enterprise)
- ▶ Built a strong partnership with the **Bucks Skills Hub** and designated Enterprise Advisers and Coordinator
- ▶ Regular **Gatsby benchmark** assessments (once a term)
- ▶ **1:1/group Career Guidance** by external, impartial Careers Adviser



# How did we assess our provision?

Surveys conducted  
in February 2020



## Pupils

## Staff

## Parents

# P o s i t i v e s

- ▶ 70% find the website useful
- ▶ Vast majority would be open to reading a Careers newsletter
- ▶ 95% are aware of the new Careers office
- ▶ 95% find the career events run by school good or excellent
- ▶ 60% identified key influencers at school that help them in careers
- ▶ 60% feel their individual needs are being met in the careers provision
- ▶ 68% feel they have received labour market information
- ▶ 85% feel that they have an understanding of the various routes/pathways available or where to find more information
- ▶ 25% have already had impactful work experience

- ▶ 95% are aware of the website
- ▶ 99% are aware of the Careers office and Mrs Thakrar
- ▶ 70% are somewhat aware of their role in raising aspirations, linking careers to the curriculum, challenging stereotypical thinking, etc.
- ▶ 55% sometimes talk about careers related to the curriculum
- ▶ 25% invite employers to their lessons
- ▶ The vast majority believe the careers provision is good or excellent

- ▶ 50% have seen the website and found the content useful
- ▶ 75% find the careers programme Good or Excellent
- ▶ 75% would read a Careers Newsletter if created
- ▶ 40% find the opportunities shared with pupils useful or very useful
- ▶ 80% are aware of the new Careers office and Mrs Thakrar's service
- ▶ Some have found the above very useful
- ▶ Some have noticed good improvements on the careers provision this year



## Pupils

## Staff

## Parents

Improvement areas

- ▶ Only 20% have had a session with Mrs Thakrar
- ▶ Only 13% have had a session with Mr Ritchie
- ▶ 1/3 have not received enough labour market information
- ▶ Only a minority remember examples of when lesson content is linked to careers
- ▶ 1/3 do not feel further motivated by the interactions with professionals/employers
- ▶ Some pupils would like more websites to explore careers
- ▶ Some pupils want more career workshops for younger years
- ▶ Some pupils want more exposure to creative careers: Music, Arts, Drama (etc.)

- ▶ 50% are not fully aware of the school's Career programme
- ▶ 50% are not fully aware of the Gatsby Benchmarks
- ▶ 70% do not know that all staff play a role in the Careers provision (as per DfE guidelines), not just the careers team
- ▶ 75% do not/have not invited professionals/employers into their classrooms
- ▶ Some would like more contacts from the world of employers
- ▶ Some would like more contacts with alumnae
- ▶ Some would like more PSHE assemblies and lessons

- ▶ Only 50% have seen the website
- ▶ 60% are not aware of the opportunities shared with pupils
- ▶ Some want more focus on creative careers
- ▶ 75% of parents believe that their daughters have not had a session with Mrs Thakrar
- ▶ Only 20% of parents believe that their daughters have had a session with Mr Ritchie
- ▶ Some parents believe that the girls need to be pointed towards the direction of careers a bit more



# Improvement Areas

It is great that most of the feedback has been so positive but the purpose of this audit is also to identify any perceived gaps in order to recalibrate our Careers Provision in the future. Below are some topics that could/should be focused on, given the feedback received from the audit and the Careers Fair:

## Pupils

- ▶ **Share** a Careers Newsletter
- ▶ **Increase** Key influencers
- ▶ **Increase** attention on Individual needs (in particular SEND/PP)
- ▶ **Increase** labour market information
- ▶ **Increase** exposure to work experience
- ▶ **Increase** the uptake of Mrs Thakrar's services
- ▶ **Increase** the uptake of Mr Ritchie's Careers Advice
- ▶ **Increase** motivating external speakers
- ▶ **Increase** websites to share opportunities but centralised on one place (rather than multiple emails)
- ▶ **Increase** exposure to careers in: Music; Drama/Performing Arts; Sports
- ▶ **Increase** participation in future audits

## Staff

- ▶ **Increase** awareness of Careers Programme
- ▶ **Increase** awareness of Gatsby Benchmarks
- ▶ **Increase** awareness of their role in the Careers Programme: challenging stereotypes; raising aspirations; etc.
- ▶ **Increase** linking of Careers to Curriculum
- ▶ **Increase** access to employers in their lessons
- ▶ **Increase** contacts with alumnae
- ▶ **Increase** PSHE careers lessons/assemblies
- ▶ **Increase** participation in future audits

## Parents

- ▶ **Share** a Careers Newsletter
- ▶ **Increase** awareness of the new website and Careers Programme
- ▶ **Increase** the uptake of Mrs Thakrar's services by asking parents to encourage pupils
- ▶ **Increase** the uptake of Mr Ritchie's Careers Advice by asking parents to encourage pupils
- ▶ **Increase** awareness of the new website and Careers Programme
- ▶ **Increase** exposure to careers in: Music; Drama/Performing Arts; Sports
- ▶ **Increase** participation in future audits

# What are our next steps?

4

- ▶ **More Inclusive Careers Programme (Increase scope)**
- ▶ Needs of PP/SEND pupils (perhaps making career guidance sessions mandatory to them)
- ▶ Share more opportunities in Arts/Music/Performing Arts (building connections in these fields for speakers, employers, etc.)

3

- ▶ **Access to employers / alumnae**
- ▶ Graduway maximisation
- ▶ Leverage Career Fair Connections
- ▶ Refresh Work Experience Programme

2

- ▶ **Training**
- ▶ To Teachers on: Gatsby Benchmarks; Careers in the Curriculum; Unifrog
- ▶ To Pupils on: Labour Market Information; Unifrog

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- ▶ **Careers Newsletter**
- ▶ Will raise awareness of Careers Programme
- ▶ Will enable sharing of opportunities (also visible to parents)
- ▶ Will raise awareness of Mrs Thakrar and her services
- ▶ Will raise awareness of Mr Ritchie's Career Advice sessions
- ▶ Careers Twitter account







## FINAL REMARKS:

WE WILL RUN THE AUDIT EVERY YEAR, WITH A VIEW OF EXPECTING POSITIVE CHANGES IN THE FEEDBACK FOLLOWING THE TWEAKS.



# APPENDIX 1

EMPLOYER/EXHIBITOR FEEDBACK ON CAREERS  
FAIR



# Careers Fair – Exhibitor Feedback (sample size 32)

1. The information and instructions about the event before prior to attending?

[More Details](#)

|              |    |
|--------------|----|
| Good         | 31 |
| Satisfactory | 1  |
| Poor         | 0  |



2. The timing of the event?

[More Details](#)

|              |    |
|--------------|----|
| Good         | 32 |
| Satisfactory | 0  |
| Poor         | 0  |



3. Your reception upon arrival?

[More Details](#)

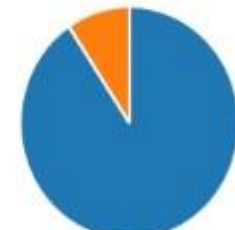
|              |    |
|--------------|----|
| Good         | 32 |
| Satisfactory | 0  |
| Poor         | 0  |



4. Your stand/desk?

[More Details](#)

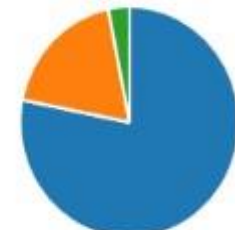
|              |    |
|--------------|----|
| Good         | 29 |
| Satisfactory | 3  |
| Poor         | 0  |



5. The layout of the rooms?

[More Details](#)

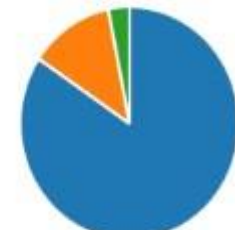
|              |    |
|--------------|----|
| Good         | 25 |
| Satisfactory | 6  |
| Poor         | 1  |



6. Refreshments?

[More Details](#)

|              |    |
|--------------|----|
| Good         | 27 |
| Satisfactory | 4  |
| Poor         | 1  |



# Careers Fair – Exhibitor Feedback

(sample size 32)

## 7. Interaction with students and parents?

[More Details](#)

|              |    |
|--------------|----|
| Good         | 30 |
| Satisfactory | 2  |
| Poor         | 0  |



## 8. Would you be willing to attend the Challoner's Careers Awareness Fair again in the future?

[More Details](#)

|              |    |
|--------------|----|
| Good         | 30 |
| Satisfactory | 2  |
| Poor         | 0  |



## 10. Overall, how would you rate the event?

[More Details](#)

|              |    |
|--------------|----|
| Excellent    | 25 |
| Good         | 7  |
| Satisfactory | 0  |
| Poor         | 0  |



## 9. Is there anything else we could do to improve the event?

- The event was really well organised and the only thing I would like to change is the ability to have power to the stand
  - Table cloths
- A bigger display board and Velcro stickers
  - No, it was a great event!
- More ventilation in the drama room
  - It was quite cold in the sports hall
- Brilliant event, potentially serve hot drinks in mugs to save any plastic/polystyrene waste
- My only improvement would be to add contact details of companies to your guide
- I would like to have met some of the science teachers
- Involve the exhibitors in suggesting which other exhibitors that they may have synergies with
- The fair was a little long for smaller exhibitors
- Have the student helpers ask for more rounds of drinks (more often)

## 11. Any other comments?

- To a lot of the questions posed by this questionnaire I would have answered "Brilliant" rather than good. It was a pleasure to attend. Thank you.
- Helpful girls at the end saved me time packing up.
- Super worthwhile... I think we had about 15 mins when \*not\* talking to students 😊. More importantly it was a great chance to help students understand roles in retail and potential pathways into them.
- Thank you for a lovely event. The students were engaged and well informed. It was brilliant to meet your year 11 students too alongside year 12 and 13s. It was very busy and your student helpers were excellent!
- Your sixth form ambassadors were great and a credit to the school.
- Excellent event - met a lot of enthusiastic pupils and clearly devoted parents. Make me feel happy and confident for the future of humanity!
- The abundance of food and drink was very much appreciated!
- It was a well organised event with good information prior to the day



END