



FAIRFIELD HIGH SCHOOL FOR GIRLS

Careers Programme

Successful Learners, Confident Individuals, Responsible Citizens



INTRODUCTION

This is an overview of the careers programme at Fairfield High School for Girls. There is additional detailed information on the school website <https://fairfieldhigh.tameside.sch.uk/fairfield/site/pages/schoollife/careers>.

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“PUPILS HAVE ACCESS TO A STRONG CAREERS PROGRAMME. THEY ARE PROVIDED WITH A WEALTH OF INFORMATION WHICH MEANS THAT THEY ARE WELL PREPARED FOR THEIR NEXT STEPS.”

OFSTED 2022



VISION AND STRATEGIC PLAN

Fairfield High School for Girls is committed to providing high quality careers education, information advice and guidance (CEIAG), in order to support the progression of all of our pupils. CEIAG is developed throughout a pupil's time at the school and is always supportive of their aspirations, strengths and skills.

A planned programme of activities from year 7 through to year 11 supports pupils in making informed decisions, which are suitable and ambitious to them as an individual. All pupils are supported as they choose personalised pathways that enable them to –

- raise aspirations and promote equality and diversity
- make a sustained transition into further education or training post-16
- make a sustained transition into higher education or employment post-18
- manage their future careers and sustain employment
- achieve personal and economic wellbeing throughout their lives

OBJECTIVE 1

Evaluation and monitoring by all stakeholders to ensure a robust and stable careers programme. To complete an annual evaluation of CEIAG provision from parents, pupils, and staff to ensure a whole school approach. Use of pupil voice to collect feedback at key points such as options and post 16 transition

OBJECTIVE 2

Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes. Employer engagement opportunities to increase within school year on year with pupils having at least 2 meaningful encounters each school year.

OBJECTIVE 3

Every pupil should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks. To further develop the opportunities for work safaris for key stage 3 and to ensure the year 10 Fairfield Futures week in the summer term is meaningful and varied.



ROLES AND RESPONSIBILITIES

All members of Fairfield staff have responsibility for the delivery of careers within the curriculum. However, there are staff who have key roles and responsibilities of note:

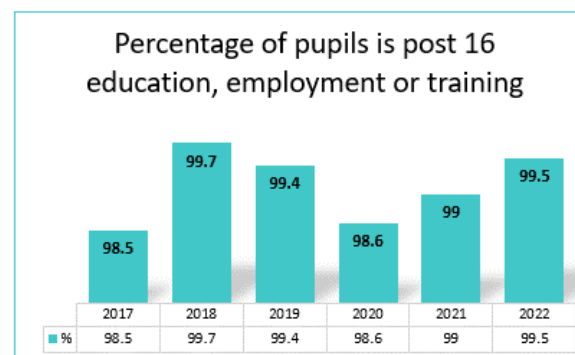
- Dr Beckett – Senior Assistant Head (CEIAG) jbeckett@fairfieldhighschool.co.uk
- Mrs Chaudhry – CEIAG Lead, Level 7 Career Guidance Advisor gchaudhry@fairfieldhighschool.co.uk
- Mrs Woodhouse – Head of Life Skills pwoodhouse@fairfieldhighschool.co.uk
- Mrs Nelson – Positive Steps; Level 6 Career Guidance Advisor KimberleyNelson@positive-steps.org.uk



PROGRESS AGAINST PERFORMANCE INDICATORS

Since 2017 over 98% of Fairfield pupils are in education and training post 16, we also have one of the lowest NEET figures in Tameside at 0.5%. In line with Gatsby benchmark 3 we keep in touch with pupils for up to three years after leaving. The low NEET numbers and high number of pupils progressing to level 3 is evidence of the success of our careers programme.

We use Compass+ to track our progress and have been making excellent progress towards achieving the Gatsby Benchmarks.



Gatsby Benchmarks	% schools fully achieving this Benchmark in Greater Manchester	2020	2021	2022	2023
1. A stable careers programme	66.1%	35%	64%	100%	100%
2. Learning from career and labour market information	87.6%	20%	100%	100%	100%
3. Addressing the needs of the student	51.1%	72%	100%	100%	100%
4. Linking curriculum learning to careers	82.4%	43%	62%	75%	100%
5. Encounters with employers and employees	80.7%	0%	0%	100%	100%
6. Experiences of workplaces	64.8%	100%	25%	25%	50%
7. Encounters with further and higher education	65.2%	75%	85%	95%	100%
8. Personal guidance	90.6%	100%	100%	100%	100%



CAREER PROGRAMME YEAR 7 TO 11

	Half term 1 (September – October)	Half Term 2 (November – December)	Half Term 3 (January – February)	Half term 4 (February – March)	Half term 5 April - May	Half Term 6 June - July
Year 7	-Form Time Careers activities in SMSC Booklet (2,3)	-Form Time Careers activities in SMSC Booklet (2,3)	-Form Time Careers activities in SMSC Booklet (2,3)	-NCW activities in subject areas. (2,4) -NCW form time booklet (2,3)	-Careers unit in Lifeskills – Stem Careers, Job sectors, job presentations, -Xello online programme	-Career and Apprenticeship Fair
Year 8	-Form Time Careers activities in SMSC Booklet (2,3)	-Form Time Careers activities in SMSC Booklet (2,3)	-Inspiring women speed networking (2,3,5) -Employability skills workshops. (3,5) -T Level Assembly delivered by The Manchester College (7)	-NCW activities in subject areas (2,4) -NCW form time booklet (2,3)		-Xello online careers programme (2,3,4,8) - Careers in Lifeskills (2, 4) -Career and Apprenticeship Fair
Year 9	-Form Time Careers activities in SMSC Booklet (2,3)	-CEIAG advisor delivers options lessons. -Xello online careers programme	-Pupil & Parent/carer Progression event (1,3,4) -1:1 interview by a career’s advisor and Positive Steps (3,8)	-NCW activities in subject areas (2,4) -NCW form time booklet -1:1 interview by a career’s advisor and Positive Steps (3,8)	-CEIAG evaluation completed by all year 9 during form time. (1,3)	-Career and Apprenticeship Fair



	Half term 1 (September – October)	Half Term 2 (November – December)	Half Term 3 (January – February)	Half term 4 (February – March)	Half term 5 April - May	Half Term 6 June - July
Year 10	-Form Time Careers activities in SMSC Booklet (2,3)	-Form Time Careers activities in SMSC Booklet (2,3)	-Realising Aspirations with Ashton Sixth Form College	-NCW activities in subject areas (2,4) -NCW form time booklet (2,3) -T Level Assembly (7)	-1:1 interview by a Careers Advisor and Positive Steps (3,8) -Apprenticeship assembly (7)	-1:1 interview by a Careers Advisor and Positive Steps (3,8) -Xello online careers programme (2,3,4,8) -Fairfield Futures Week -CVs, letters of application, interview techniques and college applications in Lifeskills (3,4) - post 16 lesson in lifeskills. (3,7) -Career and Apprenticeship Fair
Year 11	-Post 16 interviews by positive steps. (3) -Post 16 convention information event. (3,7) -College application workshops -College application lesson in Lifeskills -1:1 interview by a Careers Advisor & Positive Steps (3,8) -CVs, letters of application, interview techniques and college applications in Lifeskills	-Post 16 destination questionnaire (1,3) -Xello online careers Programme (2,3,4,8) -College application workshops -Cambridge Summer school applications	-Apprenticeship assembly (7) -Apprenticeship workshops at lunchtime. (3,7)	-CEIAG evaluation completed by all year 11 during form time. (3) -University and apprenticeship fair. ((5,7) -NCW activities in subject areas (4) -NCW form time booklet (2,4)	-Apprenticeship workshops at lunchtime. (3.7)	



MONITORING AND EVALUATION

The careers programme is monitored and evaluated to ensure that it is robust, meaningful and of high quality. Feedback is established through;

- Pupil and parent questionnaires
- Fairfield Forum
- Work scrutiny and Quality assurance
- Learning walks
- Evaluation of intended and confirmed post 16 destinations
- Feedback after pupil guidance interviews
- Compass+ and Tracker