

# Light Hall School

## Strategic Plan for Careers Education



**Light Hall Strategic Careers Education Plan**

Created: August 2024

Reviewed: August 2025

## Our Vision

### Raising aspirations; fulfilling potential

Our vision for careers guidance and education at Light Hall School is to provide a comprehensive and ambitious programme that provides effective careers information, advice and guidance for all students from years 7-13.

Students' aspirations must be raised and focus must be given to not only informing them but inspiring them on the world of work and the many opportunities available to them.

We must enable them to make informed and ambitious decisions at all key transition points throughout their life.

We are a fully inclusive school and believe that support and encouragement is a necessity for all students to ensure that their needs are fully met and that they make the best decisions for their future.

### Key Roles and Responsibilities

	Role	Responsibility
<b>Mrs K Mohamed</b>	Careers Leader Senior Assistant Headteacher	To plan, deliver and evaluate the strategic and operational elements of the school's careers plan and programme.
<b>Miss S Grady</b>	Careers Administration	To help co-ordinate the work experience and individual guidance aspects of the careers programme
<b>Mrs M Johal</b>	Careers Advisor	To offer unbiased advice and guidance in 1-1 interviews for all students in years 11 and 12.  To be available in drop in sessions for students across all year groups throughout the year.
<b>Mr D Garcia</b>	Enterprise Advisor	To help support the Careers Leader in strategic elements of the planning.
<b>Mrs R Kaur</b>	Careers Link Governor	To support the Careers Leader in the strategic planning and evaluation of the programme.

## The Gatsby Benchmarks

In 2014, The Gatsby Charitable Foundation provided schools with a clear blueprint of what good careers provision in schools looks like. The eight Gatsby Benchmarks are based on best national and international research and define all elements of an excellent careers programme.

As a school, we termly complete the Compass evaluation tool, which reflects on our practice compared to these benchmarks, and we are using it to drive improvement.

Below is the most recent evaluation of the provision we offer at Light Hall compared to other schools nationally, with our areas of focus:

Benchmark	Light Hall % achieved	In order to fully meet the benchmarks we must:
<b>Benchmark 1</b> A stable careers programme	100%	
<b>Benchmark 2</b> Learning from career & labour market information	100%	
<b>Benchmark 3</b> Addressing the needs of each pupil	90%	To collect and maintains accurate data for each pupil on their destinations for 3 years after they leave school
<b>Benchmark 4</b> Linking curriculum learning to careers	100%	
<b>Benchmark 5</b> Encounters with employers & employees	100%	
<b>Benchmark 6</b> Experiences of workplaces	75%	To ensure the overwhelming majority of pupils have had a meaningful experience of a workplace by the end of year 11.
<b>Benchmark 7</b> Encounters with further and higher education	100%	
<b>Benchmark 8</b> Personal guidance	100%	

## Our Strategic Objectives 2024-2025

### Objective 1: To raise and track students' engagement and plans within the careers programme in all year groups and intervene with students to raise aspirations.

What will success look like?	How will we achieve this?
All students in years 7-11 use Xello to update careers activities and career plans.	Careers Leader to set up a programme for students to access the platform and monitor activity.
Evaluation of careers activities is more consistent across the years to track progress and information used to tailor careers activities more.	Careers Leader to create a new evaluation plan for the year using CEC resources and tools to make it more comprehensive.
Students with less secure careers plans have interventions from the pastoral team to help raise aspirations and inspire them.	Careers Leader to work with the pastoral team and Careers Advisor to identify students at early risk of NEET.

### Objective 2: To further develop the links with employers for students in every Key Stage

What will success look like?	How will we achieve this?
The overwhelming majority of students in year 10 take on a work experience placement	Further administrative support enables us to better support students unable to find a placement to secure one
Students in all years will have access to a wider range of employer encounters linked to the curriculum subjects to inspire them into career choices	Work with subject leaders to create a wider bank of employers to welcome into school to create more career spotlights
Through an alumni programme, students will receive a greater number of encounters with younger, relatable employers to inspire their career choices	Set up of an alumni programme targeting previous students and this year's year 11.

## Other Useful Documents

Our Life Ready Programme – available on our website

Our Provider Access Policy – available on our website