

Evaluation of SHSCC Careers Programme – September 2025

Methods of Evaluation:

Evaluation based on Gatsby Benchmark standards
Compass Analysis – checked against Gatsby Benchmarks
Meeting with Debbie Longhurst (Careers & Enterprise Company)
Meeting with TS (SLT Lead for CEIAG) regularly
NEET statistics
Future Skills Questionnaire (Year 7 and 9)
Employer / Visitor feedback & questionnaires after events / workshops
Destinations – list of destination year on year comparisons on website



1. A stable CEIAG programme

The SHSCC CEIAG provision is supported by SLT, Governors and Trust, with a dedicated member of SLT assigned a Lead for CEIAG. The Careers Co-ordinator is Level 6 CEIAG qualified. The Careers programme, Policy and PAL documents are published on the SHSCC website.

The CEIAG programme is tailored to the needs of the students and is linked to the development plan. There is information aimed at Parents, Teachers, Employers and Students on the website. Regular CEIAG information is included in the tutor time activities.

The programme is regularly evaluated by the means listed above to highlight areas for improvement.

We subscribe to Unifrog, and all students and staff are assigned a log in. Students are given allocated tutor time to work through the programme and are assigned tutor time tasks half termly.

Careers Coordinator has developed a risk of NEET indicator to prioritise those at most risk. Careers Coordinator works closely with SEN Department and attends all annual reviews for student in Year 9 and above.

CEIAG is seen as a whole school responsibility.

Future Plans:

- Increased use of Unifrog during tutor time.
- Year 7 and Year 9 students will complete the Future Skills Questionnaire during the academic year. This will help to evaluate the impact of our CEIAG provision in the future.
- Improve parent communication regarding CEIAG provision including making sure that CEIAG information is in the weekly newsletter and relevant information is sent to parents and students.
- Plan to work closer with Link Governor.
- Increase the specialist workshops for SEN students

2. Learning from career and labour market information

All students, parents and staff have access to up-to-date information about future pathways, study options and LMI. LMI information has been sent out to parents in the autumn term.

Lots of information is provided on our website under a main LMI heading but also in the parents, students and teacher section.

Students access LMI information through tutor time activities and Skills for Life lessons.
A dedicated week of LMI tutor time activities takes place in the autumn term.
All students and parents can request a 1:1 guidance meeting with the Careers Advisor at any time.

Future Plans:

- The increased use of Unifrog across the College will ensure that students have access to up-to-date labour market information.
- We will also introduce a LMI tutor time focus week.

3. Addressing the needs of each pupil

Year 12 students started to use Unifrog in June 2024.
All students learn to challenge misconceptions and stereotypical thinking in PSHE lessons and tutor time activities.
We have an active Alumni group who support students by attending activities and events and act as role models to our current cohort.
Records are kept of student aspirations / intended destinations / meetings / volunteering / employment / advice and participation in careers activities and visits.
Destination data shared with local authority and published on website
Liaise regularly with Senior Transition Advisors and local authority to provide specialist careers guidance to our students – especially those on alternative provision or at risk on being NEET.

Future Plans:

- Systematic record of each student's CEIAG activities will be added to Unifrog so students will have access to their own CEIAG records and personalised guidance.

4. Linking curriculum learning to careers

Curriculum areas inform students about the connection between their subject and future pathway and careers.
Increase in the number of curriculum-based visit: Eg Science: Oundle School and Caterpillar, Business: Houses of Parliament.
Most subject areas now have information noticeboards and posters in the department highlighting the progression routes for their subject and the relevance of the knowledge and skills developed in their subject for a wide range of career pathways.
Curriculum based workshops organised: E.g Physics in Action / Infinity Workshop. ICT: Markerstudy / Health & Social Care Expo
Boards in all curriculum areas with 'pathways from the subject'
All curriculum areas provided with CEIAG posters and career information in departments
Events/activities tailored to students in certain curriculum areas: science/performing arts/business
Joined Creative Careers Group

Future Plans:

- Building on the link between subjects and careers in more curriculum areas – including visits and workshops.
- Staff to be trained in using Unifrog effectively.
- We have joined the local Creative Careers Group who meet regularly.

5. Encounters with employers and employees

We have a great network of local employers, organisations and alumni who visit to support our CEIAG programme.

We had our bi-ennial whole school Careers Fair in July 2024 – with over 85 organisations visiting to offer guidance to students including FE, apprenticeship and HE providers, and many employers and volunteering organisations.

We organise lots of enrichment opportunities which are outlined on our website, such as Mock Interviews, visiting speakers, trips, career information morning, specific subject area or career sector workshops.

All student from Year 7 – Yar 13 have lots of opportunities to engage with employers.

Workshops with alumni and employers organised. Eg. Meet the Professionals / Talent Foundry Rise Workshop / Future First Alumni specific activities

Trips organised to workplaces, eg Markerstudy in Peterborough, Caterpillar/Perkins, Houses of Parliament.

Future Plans:

- Increase our use of alumni. Link closely with Future First to help increase database.
- Consider introducing mentoring for Sixth Form students
- Increase the number and variety of career specific information sessions

6. Experiences of workplaces

We have increased the number of workplace visits this year so that students have first-hand experiences of workplaces such as Babraham and Caterpillar Perkins. This is limited by the cost of transport and staffing. We do not currently offer formalised work experience to our students. We do offer the Duke of Edinburgh Award scheme which includes volunteering opportunities. Many of our students do have employment and do volunteer, and our Sixth Form students are encouraged to volunteer.

Future Plans:

- Year 12 work experience to take place in Summer 2026 using Unifrog.
- Increase the number of workplace visits / work experience – funding and staffing dependant

7. Encounters with further and higher education

All students had the opportunity to speak to many universities, FE colleges, specialist post-16 institutions and apprenticeship providers at the Careers Fair

All students have a presentation from a local university (ARU) regarding 'Introduction to University'

We take a group of SEN students to visit a local FE College for a specialist tour with the SSD Department and TAs

Universities regularly visit to deliver workshops to students and parents on topics such as 'Choosing a University', 'Student Finance', 'Mock Assessment', 'Personal statements'

Local FE Colleges, training providers and Apprenticeship providers deliver assemblies and workshops about FE courses, T levels, traineeships, technical and vocational routes and apprenticeships.

Trips are organised to universities, UCAS Conventions / UK Apprenticeship and University Fair / local university Taster Days / Discovery Days.

Future Plans:

- Students will broaden their knowledge of all pathways through the regular use of Unifrog.
- Increase our links with Churchill College, University of Cambridge and other universities to raise aspirations.
- Increase the number of visits to universities / FE College and training providers - funding and staffing dependant
- Link with university outreach departments to help with information talks, parent information sessions and to help students with application and personal statements
- Link with NACE, universities and Sutton Trust to help with opportunities for students.

8. Personal guidance

All Year 11 students have at least one 1:1 post-16 guidance meeting during Year 11.

All Year 13 students will have had at least two 1:1 meetings with a guidance adviser by the time they leave SHSCC including Careers Coordinator, Sixth Form Academic Support, tutors, teachers and SLT.

Careers Coordinator works closely with the Attendance Officer, local authority, Senco and SEN Department to offer specialist guidance and attends annual reviews for all SSD students in year 9 and above.

All students and parents can book a guidance meeting with a level 6 qualified guidance advisor. Careers Coordinator present at all events after year 9 including parents' evenings for year 11 and 13.

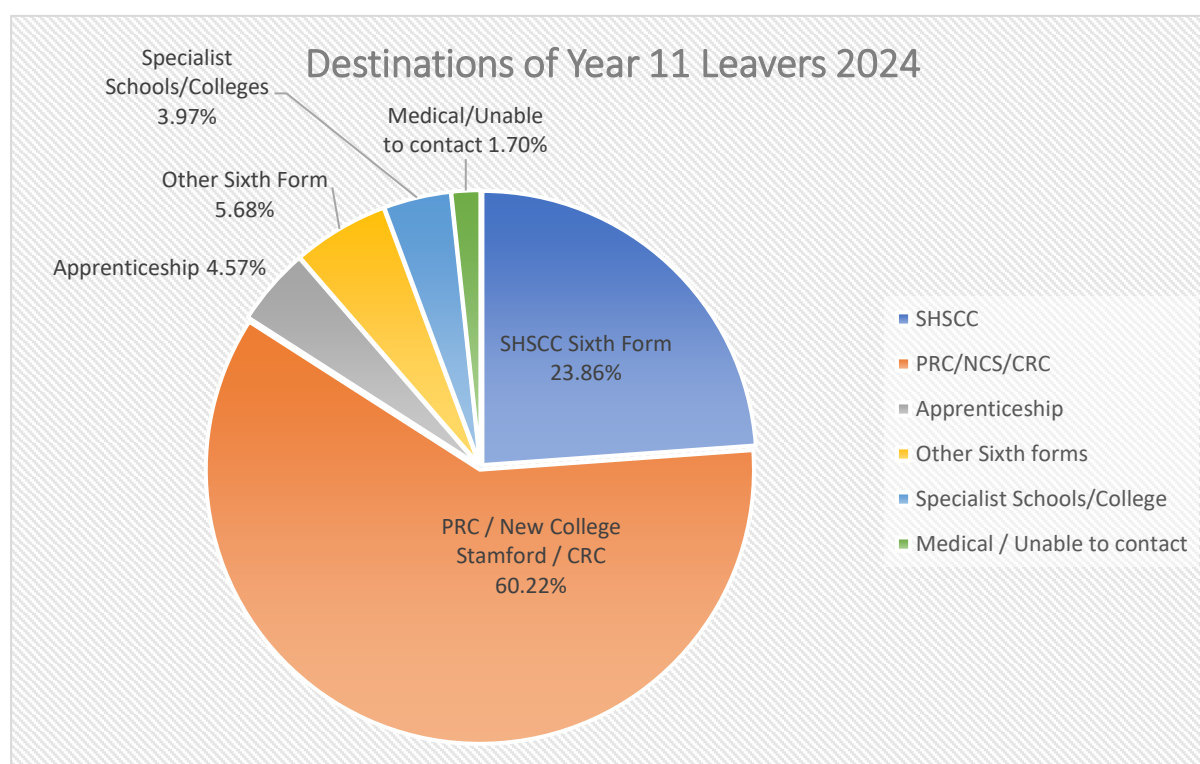
Information about personal guidance support and how to access this is clearly communicated to parents and students, listed on our website and on posters throughout the College.

All staff are involved in the guidance process.

Future Plans:

- Staff to take part in Unifrog training

Destination Data: Year 11 Leavers



Breakdown of Data

Other Sixth Forms:	Arthur Mellows Village College	4 students
	Wymondham College	1 student
	GPUTC	1 student
	Oakes Sixth Form College, Cambridge	1 student
	Hinchingbrooke School	1 student
	Stanground College	1 student

Prince William School, Oundle

1 student

Specialist Schools/Colleges:

New Meaning Foundation	1 student
Eastern School of Performing Arts	2 students
Wilds Lodge School, Oakham	1 student
Moulton College	1 student
Newark College	1 student
City College	1 student

Medical / Unable to contact:

- 2 students - unable to contact to confirm post-16 provision.
- 1 student with medical needs.

SHSCC Year 11 Destination Comparisons

	2024 Leavers	2023 Leavers	2022 Leavers	2021 Leavers	2020 Leavers	2019 Leavers	2018 Leavers	2017 Leavers
SHSCC Sixth form	23.86% - offer A levels only	32% - moved to A levels only	36.15%	47.6%	52.3%	55.2%	37.8%	38%
Another Sixth form / Schemes at other 6 th forms. E.g., FA Schemes	9.65% including specialist post-16 providers	4%	8.43%	6.5%	5.2%	5.9%	4.2%	3.2%
FE College	60.22%	59.45%	48.80%	44.1%	40.1%	37.8%	49.4	51%
Apprenticeship / Traineeship / T Levels	4.57%	3.44%	4.82%	1.2%	1.2%	-	3.56%	5.2%
Employment w/training	-	1.11%	0.60%	0.6%	0.6%	-	-	
Armed Forces	-	-	-	-	0.6%	0.6%	-	
Moved away/unknown/unable to contact	2 unable to contact.	-	1.20%	-	-	0.6%	2.65%	2.0%
NEET	1 Medical	-	1 Medical	1 moved away	2 students: 1xEmp with Dad ended /1x dropped out of FE College	2 students: 1 medical gap year 1xdropped out of FE College	4 students	1 student Medical

Notes:

- At SHSCC, the decision was made to only offer BTEC Sport and to remove all other vocational courses. This has resulted in more of our students moving on to other Sixth Forms and FE Colleges.
- AP students: Difficult to contact and engage with the families. Almost all of our NEETS are AP students or students who had high absenteeism and were working with Senior Transition Advisors (locality)
- As they do not take many exams – post 16 options are very limited with very few local courses offered at entry level.

Successes

Careers Fair

Building links with ARU and UCP

Liaising with /SEN / Locality

More parent information evenings with local FE/ Apprenticeship and HE providers present

Work with the Brilliant Club / Stem / Churchill College Cambridge / Local Authority / Amazing

Apprenticeships / Alumni to support specific cohorts of students

Use of RONI to identify those at risk of NEET early

Regularly updated website

Constraints and Difficulties this year

Cost of CEIAG software: Future First / Unifrog

Cost of transport: Cost of coaches prohibits many trips

Staffing for trips / events and admin – although a CEIAG and Sixth Form Admin is due to start.

Time

Introduction of House System has proven difficult as we now have 50 tutor groups. However, we are finding solutions.

AP students: Difficult to contact and engage with the families. As they do not take many exams – post 16 options are very limited. Almost all of our NEETS are AP students or students who had high absenteeism and were working with Senior Transition Advisors (locality)

Increase in students in each year group