Our careers programme is delivered to all students, primarily through the STEPS programme delivered by Form Tutors, once per week in pastoral time. Students can use the workbooks to keep track of their progress. A sample of the workbooks are below.

However, as you can see from our learning journey diagram, careers information is implemented from a whole school approach with students meeting our careers learning objectives through a mixture of subject specific guidance, assemblies and visiting speakers alongside the PHSE curriculum, discreet careers lessons / events and careers guidance interviews.

We have a virtual careers offer that parents, staff and of course pupils can access here <https://sites.google.com/birkhs.gdst.net/careers>

To ensure impartial guidance, we work with Career Connect, who will provide students with 1x1 guidance interviews and action plans at key transition points in school.

### **Measuring the impact of our careers programme**

The Academy's progress towards achieving the Gatsby Benchmarks is evaluated using the online Compass and Compass plus tool. This is carried out on a termly basis annual by the Careers Leader and then scrutinised by the Wirral Chamber and Careers and Enterprise Company. The Careers Action plan is based upon the outcomes of the Compass audit.

Provision is also monitored through regular feedback from students, staff, governors and our partners. This feedback is collected through questionnaires and focus groups following key careers activities and at the end of each academic year. In addition to this BHSA have an Enterprise advisor, Hayes, who acts as a ‘critical friend’, measuring the impact of BHSA’s careers provision from an employers perspective.

External provision is monitored and evaluated through the School’s Quality Assurance procedures including observations, student, and if appropriate parental, voice. This is analysed by the Careers Leader with actions fed back to key staff.

The effectiveness of our careers guidance will be reflected in the higher numbers of students progressing to positive destinations such as apprenticeships, technical routes, sixth form colleges, further education colleges, universities or employment. Destination data (Dfe) is used to assess how successfully students make the transition into the next stage of education or training, or into employment and to inform future CEIAG provision.

A designated SLT member and a designated governor has responsibility for overseeing the quality of careers guidance. The Careers Leader reports to the Governor for CEIAG .

The CEIAG policy is reviewed on an annual basis by the Careers Leader. This is ratified by Governors.The Careers Programme is planned and reviewed annually.

If you would like further information about our careers programme or would like to form part of our careers focus group please contact our Careers Leader Kelly Murphy, k.murphy@birkhs.gdst.net