

# 1 School Development Action Plan

In the action plan table below, record agreed actions that result from conducting the evaluation.

ID	Gatsby Benchmark	Need Identified	Action/Milestone	Action Owner	Target Completion	Priority (HML)	Update
1	Benchmark 1: A Stable Careers Programme	School lacks a written down Careers Programme which has the explicit backing of the Board of Governors and SLTs	Support Chace Community School to produce an employer endorsed Careers Guidance Strategy, including an evaluation framework to enable the school to monitor the impact	Reed in Partnership (RinP)	June 2018	High	Target completion date has been updated to June 2018
2	Benchmark 1: A Stable Careers Programme	School lacks clarity on the overall strategy of their Careers Programme; the Theory of Change will allow the school lead to have a clear picture of the project and	Support Chace Community School to produce a Theory of Change and evaluation framework in order for the school to highlight the key activities and outcomes which will enable them to achieve the overall goal	RinP and school lead	March 2018 (end of Spring Term)	High	Chace to decide if ToC will be completed and if support from RinP is required once the documents sent are



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		also use this to inform the Board of Governors and SLTs as to the overall goal					reviewed
3	Benchmark 1: A Stable Careers Programme	A good Careers Programme should include the strategy being easily accessible on the school website (for pupils; parents/carers; employer and teachers)	RinP to provide Chace Community School with best practice information as to what online access to the schools Careers Programme should incorporate	RinP	January 2018	Medium	Complete
4	Benchmark 3: Addressing the needs of each pupil	Lack of intervention in challenging stereotypical thinking and raising aspirations for females in STEM	Facilitate employer/HE/FE interventions in school to promote females career paths in STEM subjects; at least one event in the school	RinP	July 2017 (End of Summer Term)	High	Complete
5	Benchmark 3: Addressing the needs of each pupil	Lack of intervention in challenging stereotypical thinking and raising aspirations in the Lower School	Facilitate at least one employer/HE/FE intervention in the school aimed at Years 8 & 9 which addresses equality of opportunity for all	RinP; school; employers/ HEs/FEs	July 2017	High	Complete

6	Benchmark 3: Addressing the needs of each pupil	Whilst some short-term actions/interventions can be put in place; a need to have a better understanding of why less females take STEM subjects requires exploring. This will enable the school to identify forward actions	Facilitate a focus group in the school (where possible) to explore reasons as to why there is a lack of females taking STEM subjects for A' Levels	RinP; teachers; pupils; employers; HEs; FEs	May 2018	Medium	Target completion date has been amended again and action must be complete early during the Summer term.
7	Benchmark 5: Encounters with employers and employees	There is a need and desire from the school to increase the level of employer interventions in the school to enable pupils to have more opportunities to have meaningful encounters of the workplace	<p>Specific actions needed to address development areas:</p> <p><u>Talks and websites</u></p> <p>Facilitate employer involvement in the Skills and Careers Fairs that the school already has planned with post 16 pupils</p> <p>Facilitate at least one career talk in the school aimed at pre-16 pupils</p> <p>Provide best practice information to the school regarding the content and accessibility of career/education pathways for all stakeholders</p>	RinP	July 2017	High	Complete
				RinP	March 2017		Complete
				RinP	January 2017		Complete

			<p><u>CV Workshops</u> Facilitate at least one CV workshop to supplement the delivery in place run by The Princes Trust</p>	RinP	December 2017		Complete
			<p><u>Mock Interviews</u> Facilitate at least one employer supported/delivered Mock Interview session in the school focused on both Key Stage 4 and Key Stage 5 pupils</p>	RinP	December 2017		Complete
			<p><u>Employability Workshops</u> Facilitate at least 2 employer-led/delivered employability workshops involving pupils from all year groups</p>	RinP	July 2017		Complete
			<p><u>Enterprise Activity</u> Provide at least one opportunity to take part in an employer-led activity or competition aimed at the Upper School</p>	RinP	July 2017		Ongoing – TFL Challenge
			<p><u>Employer-Delivered Classroom Learning</u> Explore the opportunity for an employer-delivered classroom curriculum learning session for the school – this may be included in the overall school careers strategy if it is not possible to run</p>	RinP	Dec 2017		Complete

8	Benchmark 6: Experience of the workplace	Not every school provides pupils with Work Experience by the age of 16	Identify 17 pupils per term, who would benefit from a Work Placement / Internship – these will be referred to the Careers Guidance Adviser  Facilitate referral onto Youth Talent provider	School  RinP	March 2018	High	Complete
9	Benchmark 6: Experience of the workplace	Lack of opportunities available for Work Place visits	Facilitate at least one opportunity offered by an employer to the school	RinP	December 2017	Medium	Complete
10	Benchmark 2: Learning from Career and Labour Market Information	Lack of knowledge, understanding and access to up to date LMI for teachers	Provide access to up to date LMI and online portal for teachers to inform their career advice and guidance to pupils	RinP	July 2018	Medium	Ongoing – target completion date has been amended as RinP will continue to deliver this until the end of the pilot
11	Benchmark 2: Learning from Career and Labour Market Information	Lack of knowledge, understanding and access to up to date LMI for pupils	Support the school in providing up to date LMI that is accessible for pupils to use	RinP & School	July 2018	Medium	Ongoing - target completion date has been amended as RinP will continue to

							deliver this until the end of the pilot
12	Benchmark 2: Learning from Career and Labour Market Information	Lack of knowledge, understanding and access to up to date LMI for parents/carers	Provide best practice guidance on sharing up to date LMI with parents to aid them in supporting their children to make informed choices	RinP	March 2017	Low	Complete
13	Benchmark 4: Linking Curriculum Learning to Careers	Lack of linkage of curriculum learning to careers	Facilitate teacher work shadowing opportunities to increase confidence in linking curriculum learning to careers; at least one opportunity for the school  Online portal is also available for teachers to use which can support in this area (please see action no. 10)	RinP	July 2018	Medium	Ongoing – RinP have discussed this opportunity with the schools which needs to be considered by the school on a case by case basis. Opportunities for this to be explored during the Summer Term.
14	Benchmark 4: Linking Curriculum Learning to	Lack of linkage of curriculum learning to careers within STEM subjects	Facilitate a range of possible activities for the school to run at least one event/activity which promotes STEM career paths	RinP	July 2017	Medium	Complete

	Careers						
15	Benchmark 7: Encounters with Further and Higher education	Lack of promotion of Further Education options	<p>Ensure this is included in the development of the school's Career Guidance Strategy and evaluation framework</p> <p>Provide up to date information for teachers to access information about Traineeships and Apprenticeships</p> <p>Facilitate FEI's to take part in Skills and Careers Fairs at the school where possible</p>	RinP	<p>March 2018</p> <p>March 2017</p> <p>July 2017</p>	Medium	<p>Ongoing</p> <p>Complete</p> <p>Complete</p>
16	Benchmark 8: Personal Guidance	Variation in feedback to the usefulness and quality of personal guidance session	<p>Ensure this is included in the development of the school's Career Guidance Strategy and the evaluation framework</p> <p>Continue to engage with each Local Authority in order to support the school with providing personal guidance best practice</p>	RinP	June 2018	Medium	Ongoing
17	N/A	N/A	Reed in Partnership to make The Tech Partnership online employability badges available for pupils to access	RinP	March 2018	Medium	Ongoing



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