



Careers Education Information and Guidance (CEIAG) at Lymm High School

We take our duty to provide students with high quality, impartial careers advice and guidance very seriously as we prepare our young people for their futures, whether it be university, employment or further training within apprenticeships.

CEIAG is delivered through the curriculum, during tutorial times, dedicated sessions and can be accessed by all students throughout the year.

Our 'NEET' figures (i.e. those young people are Not in Education, Employment or Training soon after leaving school) are remarkably low: just 1% for each of the last few years at aged 16 and even lower for those leaving our sixth form. This suggests that all of the work we do on CEIAG is having a very positive impact.

CEIAG in the curriculum

As part of our SMSC delivery known in school as "The Life Programme", all year groups from 7-13 experience a series of lessons related to careers, allowing them to reflect upon their own skills and interests in relation to possible future careers. In years 9 and 11, there is plenty of additional support to help with decisions about subject choices. Sixth form students receive a huge amount of information, advice and guidance when it comes to the next steps in their education or future career.

This year, we are introducing the "Fast Tomato" programme in Year 9, which produces a personalised report suggesting potential careers for students based upon their responses to a questionnaire about their skills and interests.

Independent Careers Advisor

LHS employs an independent careers adviser for one day per week through Warrington Borough Council WBC. Her primary role is to hold one to one appointments with students, providing impartial information, advice and guidance. All students are entitled to book appointments and our advisor targets specific groups of students (Pupil Premium, SEND and those identified by the RONI report provided by WBC). She is easily accessible to students as she is located near to Sixth Form Student Services and therefore is always available to see students on a drop in basis. Student Services, both in the main school and in the Sixth Form, play a key role in ensuring students attend their appointments and, in the case of student absence, other students are secured to attend appointments so time is used efficiently. The appointment service is advertised in the weekly bulletin of both main school and lower school, so students are frequently reminded of the service.



Targeted Careers Guidance

Throughout the year different cohorts of students are targeted, based on their academic year group. A representative from the careers advisor service is also available at all parents' evenings and open evenings throughout the year.

September: The careers advisor meets with Year 11 students identified from the RONI report in the first instance, alongside Year 13 students who have decided not to apply to university.

January / February: All Year 11 students have a one-to-one interview with the Sixth Form team to discuss suitability of options for the following year, which includes consideration of possible future careers. Follow-up careers interviews are arranged in those cases where it is determined that students would benefit.

All Year 9 students have a meeting with a member of the Senior Leadership Team to discuss GCSE options and, again, consideration of possible future careers forms a part of these discussions.

April: All Level 3 BTEC Sport students complete a two week work experience placement in the world-famous La Manga complex in Spain where they develop their coaching skills in session run by some top coaches. Aside from daily coaching sessions, students also take care of themselves – for example, carrying out much of the cooking, cleaning, shopping and washing.

Mrs Lowry-Johnson runs the La Manga trip each year and states:

"La Manga allows students to explore the different career opportunities available in the sport and leisure industry. Students experience the world of sport in an elite training facility, developing an understanding of coaching at a high level. This enables them to enhance their understanding of additional aspects of the industry such as the marketing of sport and how it operates as a business."

One of the participants said:

"La Manga was a great opportunity to experience sport in the sun! We learned a lot from the coaches out there and how they vary sessions for different ages. It was useful seeing how one to one coaching sessions are run and how this can benefit an individual. La Manga will give me an edge over lots of other students when applying for jobs in the future as it is a unique opportunity." (Shannon Billington, Year 12)

June: All year 12 students complete a week's work experience. In preparation they receive advice through assemblies and the tutor programme on various aspects of employment, including interviews, completing CV's and health and safety in the workplace. All 200+ students in Year 12 take part in work experience, with placements varying from local primary schools, hospitals, solicitors, opticians, retail and digital media placements. Some are even fortunate enough to be placed overseas. For example, in 2016, we had students at:

- The Manchester United Foundation, Manchester
- The Daily Star, London
- Mercedes AMG High Performance Powertrains, Northampton
- Alderhey Children's Hospital, Liverpool
- National Nuclear Labs, Warrington
- Basell Polyolefine gmbh, Frankfurt
- Galeries Lafayette, Lyon
- The 'Remain' campaign headquarters for the EU referendum



Engagement with outside agencies

We feel that our engagement with employers and universities is a real strength of the school, especially for sixth form students. For example:

Careers Fair: This is held in November and all students from Year 9 and above are invited to attend. This event purposely takes place on the same evening as the Sixth Form Open Evening, so that Year 11 students are able to have the necessary information easily accessible to help them make appropriate A Level choices. Last year, over 40 representatives from universities and employers took part, with the following universities represented: Newcastle, Edgehill, MMU, UCLan, Sheffield, Bradford, Bolton, Salford and UCFB (University degrees and education in the football industry). We also had representatives from many other organisations, including: Reaseheath College, News Associates (journalism school), Army Careers, RAF Careers, ICE Northwest (Civil Engineering), Training for Today (apprenticeships), The Skills Company (apprenticeships) Paragon Skills, Unilever, Aldi, Manchester Growth and RICS (Chartered Surveyors).

National Careers Week: This takes place in March and is aimed at both Year 11 and 6th form students. This involves various activities in tutor time and assemblies, but is centred on a week of lunchtime sessions delivered by employers and other organisations, with students choosing which ones they wish to attend. Last year, over 16 representatives from different areas of employment took part and included: clinical psychology, Virgin Atlantic Airways, Royal Bank of Scotland, career pathways for scientists in the pharmaceutical industry, video gaming - design/production, art, animation, audio, programming, engineering - Amec Foster Wheeler, pharmacy, TV/digital production, professional sport/physical training/sport science.

Year 12 Futures Day: a selection of universities come in to deliver taster lectures to Year 12 students who are about to begin their UCAS applications. Around 30 different courses from a wide selection of universities and apprenticeships have been represented in each of the last two years. In 2016, these sessions were also opened up to Year 10 students.

NEET Prevention and Destination Data

Data is collected throughout the school based on destinations in Years 11, 12 and 13. These are all reported to Warrington Borough Council. Students at risk of becoming NEET are identified very early on, using the RONI report, and these students are given priority appointments with our careers adviser and, where necessary additional interventions. SEND students are also targeted as part of this process. Over the past few years, this has proved very successful, with 99% of our students moving into further education, employment or training.

Other Opportunities

The Sixth Form Bulletin advertises opportunities on a weekly basis; for example, taster sessions at universities or apprenticeships. A weekly email of all Warrington apprenticeships is forwarded to all Year 13 students to ensure they have access to the most recent advertisements.

Year 13 students have also had mock interviews conducted by volunteer parents from a variety of different backgrounds. Year 13 medics have also had interview preparation sessions and CV



workshops for all. Our Student Support Officers also spend a great deal of time with any potential NEET or vulnerable students assisting with career plans and getting them ready for interview.

We also look for as many opportunities as we can to provide one-off opportunities for students to gain a better understanding of particular careers. For example, in the last year or so:

- A team of girls in Year 8 were selected to take part in the VEX Robotics and National Grid sponsored 'Girls Into STEM' programme (and won awards)
- The "Medical Mavericks" team have come into school to give presentations on careers in medicine to students on our Scholars Programme in years 7-13
- We have had a trained chef working with our Catering students, using our specially designed industry-standard kitchen to plan, cook and serve food in our school restaurant, "Chapters".
- PE students regularly take part in events that further their understanding of different careers in sport. For example, they have the opportunity to complete the Community Sports Leaders Award, the Level 1 Rugby Officiating qualification and the National Pool Lifeguarding Qualification.

Impact

The most commonly used statistics to measure the impact of CEIAG are those relating to the number of 'NEET' students (i.e. those young people are Not in Education, Employment or Training soon after leaving school). **In each of the past three years, our NEET figure has stood at just 1%** - well below the national average of 7.1%. We believe this suggests we are doing a very good job with our CEIAG.

In 2016 77% of our students in year 13 went on to study at university, with 77% of those securing a spot at their first choice university and a large number of unconditional offers made. 30% of students secured places at Russell Group universities. The remaining 23% of students either secured an apprenticeship, went onto further education or employment. **Over the last two years we have only had one student as NEET from our sixth form.**

Retention rates – our retention rates for A Level students stands at 98.7% (based on August 2015 results), significantly higher than the national average (96%).

Next Steps

As a school, we are always looking for ways to improve – and our CEIAG is no different. Some of the things we are looking to develop over the next 12 months include:

- More work to promote careers in STEM – and especially for girls.
- Careers education through the curriculum to be taught by a group of teachers specifically trained in this area
- Better/more provision for years 7 & 8. For example, we intend to open the Careers Fair to all year groups and we are developing careers education through our new 'Life' programme, including more sessions lower down the school.
- We have also introduced a new Level 2 pathway in the Sixth Form to improve retention rates for vocational courses in the Sixth Form. This will be reviewed carefully to ensure it best matches students' needs.
- Even more careers represented at the Careers Fair and more ad hoc visits from employers during the year to promote awareness of different careers