



## REPORT TO CHILDREN'S SERVICES AND EDUCATION SCRUTINY BOARD

**13 November 2017**

<b>Subject:</b>	Improved careers guidance in schools
<b>Cabinet Portfolio:</b>	Councillor Simon Hackett - Cabinet Member for Children's Services
<b>Director:</b>	Director – Education, Skills and Employment – Chris Ward
<b>Contribution towards Vision 2030:</b>	 
<b>Contact Officer(s):</b>	Erroll Blackwood – Post 16 Manager erroll_blackwood@sandwell.gov.uk

### **DECISION RECOMMENDATIONS**

#### **That Children's Services and Education Scrutiny Board:**

1. Consider - In order to provide outstanding career provisions, it is imperative for schools and colleges to implement an effective careers education, information, advice and guidance (CEIAG) strategy that will increase opportunities for pupils leaving school.
2. Recommend – to consider and comment on the report'

#### **1 PURPOSE OF THE REPORT**

At the February 2017 Scrutiny Board the Director - Education was requested to identify a school delivering careers guidance and to invite the school to share best practice.

#### **2 IMPLICATIONS FOR SANDWELL'S VISION**

- 2.1 The benefits for Sandwell's 2030 vision for all secondary schools achieving the benchmarks are:

- 2.2 **AMBITION 3** - Our young people will get a better understanding of potential work and progression routes
- 2.3 **AMBITION 4** – Our young people are better motivated to commit to education and acquire the skills and qualifications they require for a successful working life and, as a result, are likely to achieve more.

### 3 **BACKGROUND AND MAIN CONSIDERATIONS**

3.1 The Department for Education published statutory guidance for maintained schools on their duty to provide careers guidance. The guidance also sets out the following on three aspects of quality assurance that schools should take into consideration in fulfilling their duties:

3.1.1 **The quality of the school careers programme.** The Government recommends that all schools should work towards a quality award for careers education, information, advice and guidance as an effective means of carrying out a self-review and evaluation of the school's programme.

3.1.2 **The quality of independent careers providers.** The recognised national quality standard for information, advice and guidance (IAG) services is the matrix Standard. To achieve the Standard, organisations will need to demonstrate that they provide a high quality and impartial service. Schools can access an online register of organisations accredited to the matrix Standard.

3.1.3 **The quality of careers professionals working with the school.** The Career Development Institute has developed a set of professional standards for careers advisers, a register of advisers holding postgraduate qualifications and guidelines on how advisers can develop their own skills and gain higher qualifications

### 4 **THE CURRENT POSITION**

4.1 Ofsted is increasingly giving CEIAG a higher priority in school inspections how leaders, managers and governors plan and manage careers advice so all learners are well prepared for the next stage in their education, training or employment.

4.2 A growing number of schools across the UK already either hold, or are working towards, one of the careers education, information, advice and guidance (CEIAG) quality awards. Quality awards for careers are relevant to all parts of the UK, but there has been a spike in interest in Sandwell since the publication of government recommendations that all schools should work towards a quality award.

- 4.3 Ormiston Sandwell Community Academy (OSCA) was the first school in the country to be credited as a 'Gold' standard institution for the quality of careers advice it provides its students. The standard is awarded to schools and education providers who demonstrate the importance placed on careers, and the vital support given to students to help decide about their next steps after leaving school. The Academy's Lead for Careers Education has also been nationally recognised for her commitment as the winner of the 'Securing Futures' award at the OAT Annual Awards.

## **5 CONSULTATION (CUSTOMERS AND OTHER STAKEHOLDERS)**

- 5.1 In October 2017, Connexions Sandwell established a career leads network. The CEIAG Network brings together the career leads from both schools and colleges to support each other and share good practice. The October meeting was well attended and had national guest speakers.

## **6 ALTERNATIVE OPTIONS**

- 6.1 All Sandwell secondary schools signed up to the Sandwell Raising Participation Pledge in 2013 endorsed by the Lead Member for Children Services. The pledge is based on the duties set out for providers in legislation and in the Statutory Guidance on the Raising of the Participation Age, and each school agreed to ensure that all students will receive good quality independent and impartial information and advice on the full career options available to them.

## **7 STRATEGIC RESOURCE IMPLICATIONS**

- 7.1 PWC has estimated that it would cost a school just over £50K the first year to fully implement all eight Gatsby career benchmarks (if no activity is currently happening. Currently five secondary schools have been assessed, and have met the standard for this award. A further nine secondary schools are using the Gatsby benchmarks to develop their CEIAG provision and will be assessed for the award. In addition, Brades Lodge and Meadows Special School are also working towards the award.
- 7.2 The Connexions Service school based Personal Advisors will promote and support the use of the Gatsby benchmarks to enable schools to be externally assessed against a Quality award. Each secondary school will be allowed to use up two days of their Connexions Personal Advisor time to help them achieve the award. If a school requires more allocation than the two days then the Connexion Service will charge them for it.

## **8 LEGAL AND GOVERNANCE CONSIDERATIONS**

- 8.1 The statutory duty rests with the school governing bodies (and not the council) to ensure that all registered pupils at the school are provided with

Careers Education, Information, Advice and Guidance (CEIAG) from year 8 (12-13 year olds) to year 13 (17-18 year olds).

## **9.1 EQUALITY IMPACT ASSESSMENT**

8.2 All Connexions CEIAG is provided in an impartial manner — no bias or favouritism towards a particular education or work option, as they explore the whole range of education or training options — including apprenticeships and other vocational pathways. Advice should always promote the students' best interests. This is measured/tested through the Matrix Quality Award.

8.3 Schools can measure the effectiveness of their careers and inspiration activity by considering both the attainment and the destinations of their pupils. Success will be reflected in higher numbers progressing to apprenticeships, universities – including selective universities, traineeships, and other positive destinations such as employment or a further education college. This will help to close the gap in destinations between young people from disadvantaged backgrounds and others.

## **9 DATA PROTECTION IMPACT ASSESSMENT**

9.1 All the information contained in this report is in the public domain.

## **10 CRIME AND DISORDER AND RISK ASSESSMENT**

10.1 Not applicable

## **11 SUSTAINABILITY OF PROPOSALS**

11.1 Secondary schools that have not bought a traded service off Connexions will be charged £500 for the assessment of the final Quality in Careers Standard folder.

## **12 HEALTH AND WELLBEING IMPLICATIONS (INCLUDING SOCIAL VALUE)**

12.1 Research from education and employers shows that young people who have four or more workplace encounters while at school are 86 per cent less likely to be 'not in education, employment or training' (NEET) and, on average, will go on to earn 18 per cent more than their peers who did not. Source - The Careers & Enterprise Company.

12.2 Being NEET is associated with poorer physical and mental health. Someone who is NEET as a young person has a greater chance of depression in early adulthood. He or she is also more likely to use drugs and alcohol. This means that being NEET imposes a significant burden

on the healthcare, social care, and criminal justice systems. Source Man Group plc Charitable Trust

### 13 **IMPACT ON ANY COUNCIL MANAGED PROPERTY OR LAND**

13.1 None

### 14 **CONCLUSIONS AND SUMMARY OF REASONS FOR THE RECOMMENDATIONS**

14.1 The Department for Education(DfE) in its' revised Statutory Guidance for schools on their careers guidance duty (April 2017) recommended that schools should work towards a careers education, information, advice and guidance (CEIAG) Quality Award, which is nationally validated by the Quality in Careers Standard.

### 15 **BACKGROUND PAPERS**

16.1 The Quality in Careers Standard Guide

### 16 **APPENDICES:**

**Chris Ward**

**Director – Education, Skills and Employment**

