



### The Rowans Vision

The Rowans provides a robust whole school plan that develops intrinsic motivation and increases pupil aspirations. The Rowans achieves this through high quality, impartial careers guidance that helps pupils to make informed choices about which careers suit their academic needs and aspirations. This will prepare pupils for the next stage of their education, employment and training.

### Careers and Enterprise Advisor

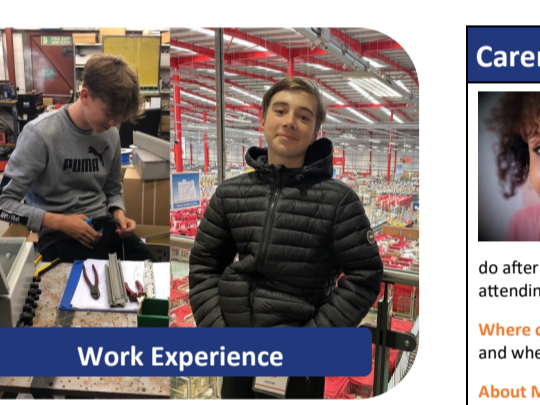
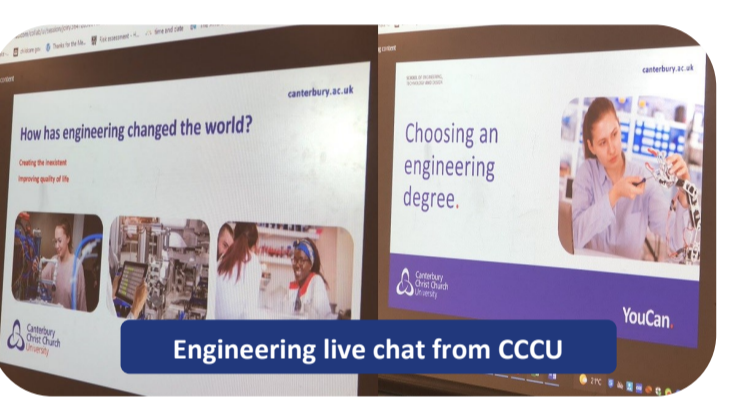
Penny Reid—Eximia

### Trustee for Quality of Teaching and Learning/Progress and Attainment/ Careers

Annual careers visit and audit by Esther Cook

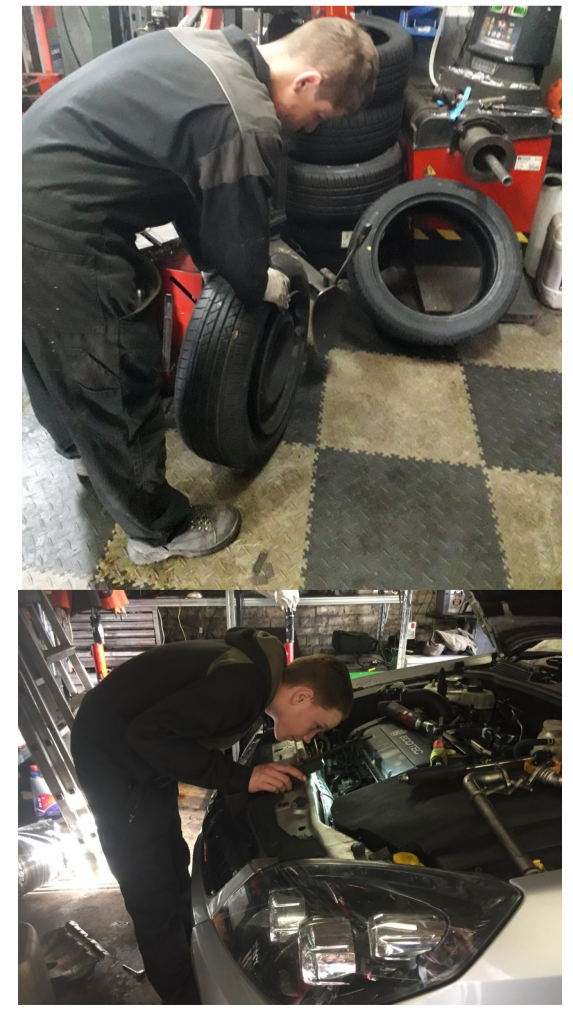
- We discussed an **evaluation of this year's priorities**, which will be collated in the 'Investors in Careers' evaluation for the Quality in Careers standard, alongside the ongoing Compass + evaluations.
  - **Pupil evaluations** from Compass + against the Gatsby benchmarks are completed for Year 11, with plans to roll this out next year.
  - The recent **DfE Careers paper** will be embedded into next year's plan, including at least 2 opportunities per Key Stage for pupils to engage with work-place settings
  - The **website and strategy poster** is reviewed as an ongoing process.
  - **KM liaises with the SENCO** to feed into data capture for SEND reviews.
  - **Careers Advisor meetings** have occurred for KS3 and 4 and are being revised, with the development of 'careers bingo' to engage and enhance the careers offer.
  - The **Careers and Aspirations working party** has benefitted from LK and GH's roles.
- In my opinion this remains an impressive body of work, which the various awards have evidenced as being embedded across the Academy.

| New or progress in areas for 2022 – 2023  |   |
|---|---|
| Greater use of Compass + for evaluating careers events. Subject teachers to use excel sheet to evaluate their own events.<br>DfE careers paper legislation to be reviewed in January and embedded into the schools' careers programme.<br>Introduction of Careers Bingo for KS3 and year 10.<br>Development of Mr Ketcher's role within careers department. | Careers and aspirations Task and Finish Group key roles for academic year 2022-2023<br>Group leader Mrs Martin<br>•Year 11 Mentors. Lead – Ms Ravate<br>•Drop down careers day 13th October for year 11's. Lead – Mrs Martin<br>•Termly aspiration setting, review and celebrating. Lead – Mrs Gale<br>•Support and transition for former year 11's. Lead – Mr Hake<br>•Careers Fair January 2023 – Lead – Mrs Martin |



The Rowans uses the Gatsby Benchmarks to develop and improve our careers provision. Pupils at The Rowans have opportunities to speak to a range of education, training providers and employers.

| Term 1<br>Sept—Oct   | Term 2<br>Nov—Dec  | Term 3<br>Jan—Feb   | Term 4<br>Feb—Mar   | Term 5<br>Apr—May   | Term 6<br>Jun—Jul   |
|--|--|---|---|---|---|
| <ul style="list-style-type: none"> <li>•GH, book in review meetings/ conversations for post 16 providers for end of term 1 to check on attendance. BM3.</li> <li>•Independent 16 careers advisor delivery plan checked and agreed with Careers Leader. BM1.</li> <li>•Careers policies reviewed and checked by Headteacher and ratified in full governing body meeting. BM1.</li> <li>•Careers budgets finalised. BM1</li> <li>•All contracts signed and payments raised with finance. BM1.</li> <li>•Working Party for Careers and Aspirations 1st meeting and action plan to be shared. Pupil allocations to be made and 'Careers Pro-forma' worksheets shared for completion by the end of term 1. BM3.</li> <li>•Academic Induction Day, 1st day of term, pupil aspiration setting and review from term 6. Form pupil aspirations posters to be in place to state pupils' goals to reach their aspirations. This is to be revisited every term, within form time, to see if they have changed or been achieved. Aspirations to be updated and discussed between pupils and form staff. Staff to communicate their findings through staff meetings. Working party for Careers and Aspirations to agree how to monitor and support form tutors to help pupils set and achieve their goals. Aspirations met are celebrated through assembly mid-term 2 and onwards. BM3.</li> <li>•Year 11 to have 'Careers Support meetings' in school with their Working Party for Careers and Aspirations, mentor with outcomes communicated in weekly reports to parents/ carers. BM3.</li> <li>•Weekly current apprenticeship email in the Medway and Maidstone area to be sent to former and current year 11's. BM3</li> <li>•Careers fair date, TBC in term 3, in the planning stages. Careers leader to communicate with TA, ICs with 1 hour of time allocated per week for careers, to book providers in attendance. Parents invited to attend at the end of term 2. BM5.</li> <li>•To finalise work experience for year 10 from 10th - 14th October 2022. Allocations for all of year 10 to be communicated to pupils, parents and form tutors. Table of tasks to complete written for year 10 Form TA's ready to action in term 1. Form tutors to have visited them once during work experience week and to have phoned to check progress on Monday, Wednesday and Friday. All phone calls to be made by 10am. UK to organise with KM overseeing. BM6.</li> <li>•Year 11 Drop Down Careers Carousel – A carousel of interview skills, practice interview, CV writing, teambuilding and investigating job roles booked for Thursday 13th October. BM3.</li> <li>•MKC information assemblies booked for KS4 11am Thursday 13th October and KS3 11am Monday 10th October. BM7.</li> <li>•Extended work experience placements to be organised to continue and new contracts started. Lee Ketcher to monitor and liaise with MEBP. BM5 &amp; 6. No pupils currently booked onto work placements.</li> <li>•Careers advisor starts The Rowans Job Shop notebound to show the local job market. BM2.</li> <li>•Careers leader completes careers data pupil spreadsheet and shares this with Careers advisor abiding by GDPR laws. BM 8.</li> <li>•KM to book date for 11 and careers work session at CCCU Medway campus. Careers plans from workshops used to write Frameworks. BM8, 3, 7.</li> <li>•Careers Leader to liaise with School Council to nominate pupils to be careers champions. BM3.</li> <li>•Meet with SENCO to identify year 9's, 10's and 11's with EHCP to share CIG information to prepare for adulthood in review meetings. BM3.</li> <li>•AG Team Tanya Cregren. Year 11 leavers data. Medway to provide schools with a pre-populated template of their year 11 and 12 leavers who do not appear on any school or college enrolment lists. Schools to add destination information to the template. Send by egress – DfE statutory requirement. Complete as soon as received or by deadline in September. BM1.</li> <li>•GH to attend transition meeting with MKC and NACRO to review past pupil's attendance, ensure engagement and support former pupils. Phone calls to be made to all other destinations to review transition to all providers. BM3, 1 &amp; 8.</li> </ul> | <ul style="list-style-type: none"> <li>•Book NACRO tours and interviews where needed. BM7.</li> <li>•All year 11 to have had at least 1 meeting with the careers advisor, either in a small group or 1:1, to discuss initial plans and set research tasks for pupils to do before their next meeting. BM8.</li> <li>•Working Party for Careers and Aspirations meeting to discuss the individual needs of all year 11 pupils. Target set and actions points noted for completion within the term. BM3.</li> <li>•Review aspiration boards and how form tutors are monitoring and supporting pupils to achieve their goals. BM3.</li> <li>•Small group or individual college tours booked to be completed over the next two terms for year 11 and 10. BM7.</li> <li>•AG Team Tanya Cregren. Year 11 leavers data. Medway to provide schools with a pre-populated template of their year 11 and 12 leavers who do not appear on any school or college enrolment lists. Schools to add destination information to the template. Send by egress – DfE statutory requirement. Complete as soon as received or by 6th November. AG Louise Phillips – named contact. Completion of cards and power point to be shown to year 11 pupils. Business cards to be sent home when received by LA. BM1.</li> </ul> | <ul style="list-style-type: none"> <li>•Continued college tours for year 11's at MKC/ NACRO. BM7.</li> <li>•Taster sessions and links to apprenticeship providers to be made for those wishing to follow this route. BM 5.</li> <li>•Careers Fair January date TBC. 9-11am. BM5.</li> <li>•All year 11 to have had at least 1 meeting with the careers advisor, and some 2 meetings where needed, to discuss progress of initial plans and research. Careers advisor to have started applications to college places as they get short of spaces later on in the year. Research ongoing by careers advisor. BM8.</li> <li>•Working Party for Careers and Aspirations meeting to discuss the individual needs of all year 11 pupils. Target set and actions points noted for completion within the term. Review aspiration boards and how form tutors are monitoring and supporting pupils to achieve their goals. BM3.</li> <li>•Apprenticeship Week 6-12 February – Apprenticeship talk by CXC 11am for KS4 8th February. BM2, 3, 5, 8.</li> <li>•KS5 year 11 talk in term 3. Lunch sign-up stand in hall for registrations. BM3.</li> <li>•All year 9 and 10 pupils surveyed to review subjects wanted for next year. Post survey meeting with SLT to discuss actions to be taken. Consider running for term 4. Option Carousel for KS3 with year 10 assisting teachers to run the event or assembly to introduce option offer for next year. BM4, 3.</li> <li>•Working Party for Careers and Aspirations meeting to discuss the individual needs of all year 11 pupils. Target set and actions points noted for completion within the term. Review aspiration boards and how form tutors are monitoring and supporting pupils to achieve their goals. BM3.</li> <li>•AG Team Tanya Cregren. Survey year 11 to gather intended destination information. Send intended destination template, return to KCV by egress. 31st January. Use the information to identify year 11's who may need support with post 16 transition. BM1.</li> </ul> | <ul style="list-style-type: none"> <li>•Year 11 leavers celebration event planning team meeting started event to be organised for Thursday 25th May 7-9pm. BM3</li> <li>•Whole school Academic Review Day Thursday 2nd March 2023 – careers advisor in attendance. BM3, 8.</li> <li>•National careers week 6 - 11 March. Links to local businesses for all option groups where a small group can meet with professionals in the appropriate field of work to discuss career prospects. Army careers talk for KS4 Tuesday 7th March 11-11.30. BM5.</li> <li>•British Science week 10 – 19 March. Various activities linked to careers in STEM. BM4, 5.</li> <li>•Year 11 Revision Event - dates 30 @ 31 March 2023. Main purpose is to concentrate English and math revision for all year 11 pupils. Running key interventions alongside intensive and memorable revision tasks. BM3.</li> <li>•M4 Term 4. Option Carousel for KS3 possibly with year 10 assisting teachers to run the event or assembly to introduce option offer for next year. BM4, 3.</li> <li>•All Year 11 applications to be made and, where appropriate, some pupils to have a plan A and B in place. BM3, 7.</li> <li>•1:1 meetings with pupils and parents that do not have positive placements or are unsure of their choices originally made. Extra meetings put in place for any students at risk of becoming NEET. BM3.</li> <li>•M4 Term 4. Option Carousel for KS3 possibly with year 10 assisting teachers to run the event or assembly to introduce option offer for next year. BM4, 3.</li> <li>•Letter sent to parents re: pupil exams, revision clubs, Easter revision schedule, pupil time tables for Easter revision/ tutoring schedule, results day only to be 10-12 noon for collection of results. BM3.</li> <li>•Working Party for Careers and Aspirations meeting to discuss the individual needs of all year 11 pupils. Target set and actions points noted for completion within the term. Review aspiration boards and how form tutors are monitoring and supporting pupils to achieve their goals. BM3.</li> <li>•AG Team Tanya Cregren. 31st March – September guarantee information (SGI) – send information of any year 11 or 12 pupils that do not have a record of offer for September. Medway will provide a list of young people without a record of offer. Schools to provide intelligence that have via egress. Use in NET and EET meetings to identify post 16 provision for young people without an SGI offer. DfE statutory requirement. Not requested in term 4 for academic year 2018-2019. BM1.</li> </ul> | <ul style="list-style-type: none"> <li>•MKC and any other providers interviews completed or dates in place for all year 11 pupils. Letters of authorisation completed for GDRP to be adhered to and pupil's personal information made available from Post 16 providers to school careers leader. BM7, 3.</li> <li>•Check all providers such as MKC/ NACRO have dates for college tours, courses and taster days for year 10/ 11 completed. BM7.</li> <li>•Working Party for Careers and Aspirations meeting to discuss the individual needs of all year 11 pupils. Target set and actions points noted for completion within the term. Review aspiration boards and how form tutors are monitoring and supporting pupils to achieve their goals. BM3.</li> <li>•Continue communication with parents for pupils that are unsure about leaving school or are at risk of becoming NEET. BM3.</li> <li>•All interviews and placements in place. Letters sent to parents regarding pupil final destinations and transition information. Results day reminder within this letter with additional key dates communicated if required. BM3, 7, 8.</li> <li>•Year 11 leavers celebration event planned and organised for Thursday 25th May 7-9pm. Location school hall. BM3</li> </ul> | <ul style="list-style-type: none"> <li>•Review and evaluate Working Party for Careers and Aspirations meeting to discuss the individual needs of all year 11 pupils. What went well and what can be improved upon. Target set and actions points noted for completion within the term and hand over to GH former year 11 transition lead and careers leader re: final destinations and transition information. BM3.</li> <li>•Application for Transition fund if available. BM3.</li> <li>•GH, Transition meetings with all future MKC pupils, parents and Levee Maria where appropriate. BM1,1.</li> <li>•Transition meetings, where appropriate, to be held with other providers other than MKC. BM3,1.</li> <li>•Review aspiration boards and how form tutors are monitoring and supporting pupils to achieve their goals. BM3.</li> <li>•Careers and enterprise Company - Liaise with outside providers regarding plans for the new academic year, setting dates and timescales for careers provision throughout the school. BM1, 5.</li> <li>•MKC – college tours, courses and taster days for year 10. BM7.</li> <li>•Review meeting with CXC – Careers provision, careers advisor and careers fair. BM1.</li> <li>•MEBP – UK to arrange year 10 work experience, form tutors to complete pupil forms with them and LK send them off to MEBP-aiding by CDRP. BM6.</li> <li>•LK to review extended work experience placements and extend contract for next year's placements. BM6.</li> <li>•AG Team Tanya Cregren 29th June – September guarantee information (SGI) – send information of any year 11 or 12 pupils that do not have a record of offer for September. Medway will provide a list of young people without a record of offer. Schools to provide intelligence that have via egress. Use in NET and EET meetings to identify post 16 provision for young people without an SGI offer. DfE statutory requirement. Not requested. BM1.</li> <li>•Add destinations to SIMS for all year 11 pupils so this can be used in term 6 data. BM1.</li> <li>•Add destinations to compass plus for all year 10 and 11 pupils. BM1.</li> </ul> |

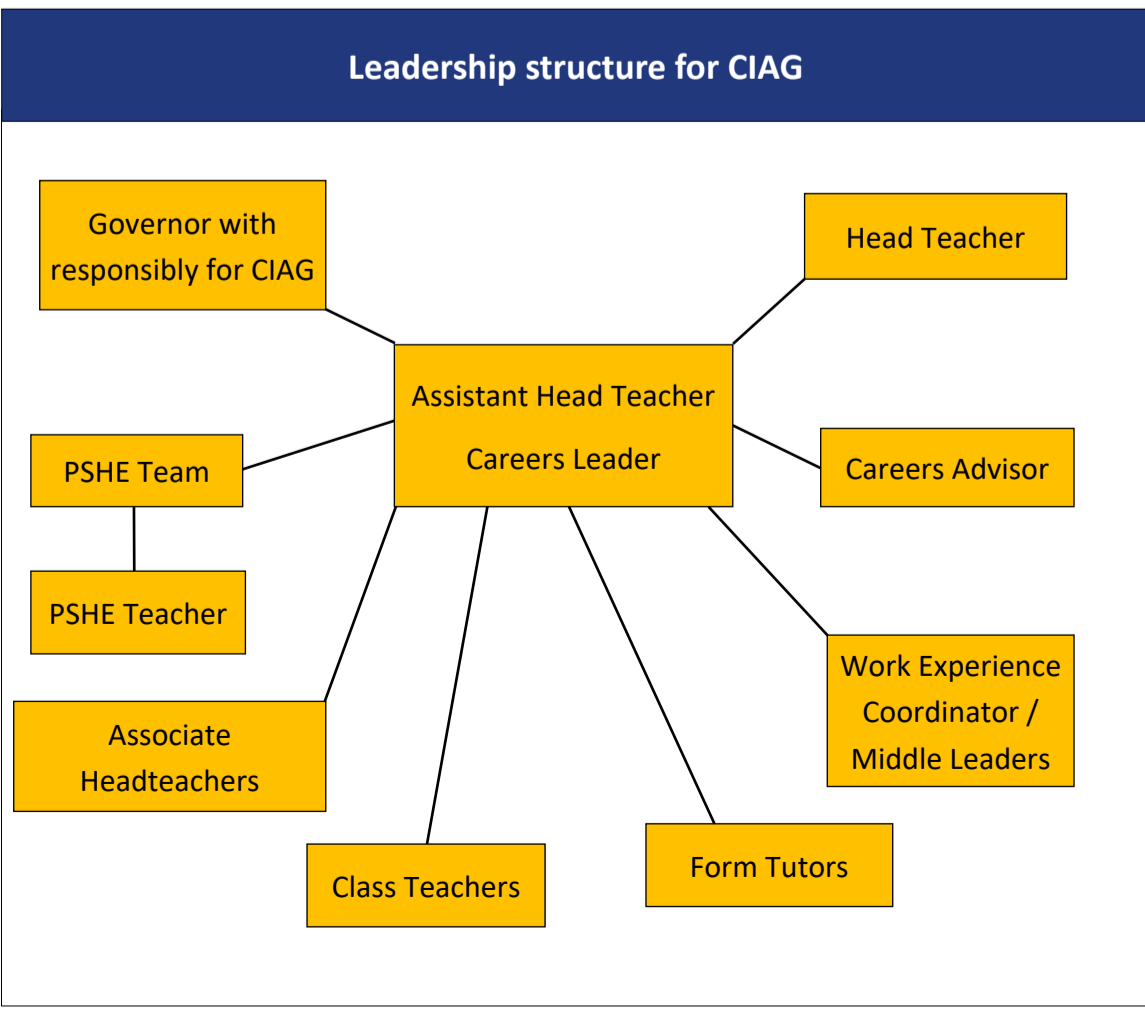


### Pupils at The Rowans have meaningful opportunities to encounter the world of work.

| Work placements and Taster Days |  |
|---------------------------------|--|
| Boots                           | Yards Autos  |
| Saxon engineering               | Medway Council   |
| Brightside heating              | Nacro  |
| Marmox                          | Emblem workwear  |
| Micks MOT                       | Eden's Florist   |
| Fort Amherst                    | Bryant Electrical  |
| White Road pre-school           | Strood leisure centre                                      |
| Medway Park                     | Xpressions Hair Design                                     |
| Gillingham Golf Club            | Squirrels Riding School                                    |
| Hospitality                     | Caring Hands   |
| K9 Dip N Klip                   | MRS Lettings CIC and Second Chance Housing Support Charity |
| Capstone Park                   | Red Line American Muscle                                   |
| Soccer Elite                    | The Printers   |
| Eximia                          | Royal Mail   |

### Extended work placements

| Work Placement          | Attendance        |
|-------------------------|-------------------|
| K9 Dip n Klip           | 1 day a week      |
| Fort Amherst            | 2 days a week     |
| Small Ford Centre       | 1 day a week      |
| Brightside Engineering  | 1 day a week      |
| White Road Pre-School   | 2 mornings a week |
| Saxon Engineering       | 1 day a week      |
| Redline American Muscle | 1 day a week      |
| Bryant Electrical       | 1 day a week      |
| Caring Hands            | 2 das a week      |
| Code Red Hair           | 1 day a week      |



### Year 11 transition programme

All year 11's follow a comprehensive transition programme bespoke to suit their chosen post 16 destination. This includes but is not exclusive to:

- College Tours in small groups specific to subjects requested.
- Assistance with application completion.
- Taster days in work placements.
- Taster days in college courses.
- Sharing of information to ensure further education meets the needs of all pupils.
- Links to SEN for pupils with EHCPs.
- Transition meetings at all placements supported by the Careers Leader.
- Tracking of applications, interviews and transition by the Careers Leader.
- Communication to parents on all aspects of transition.
- Bespoke support in the form of School Mentor and Home Support Partner.
- Post 16 transition support, tracking and engagement activities delivered by the Transition mentor.
- Tracking of attendance for 3 years.
- Open offer of support via Assistant Head Teachers' phone and email.

### New curriculum links for 2022- 2023

|                    |  |
|--------------------|--|
| Art                | Nucleus Arts Studio<br>Nucleus ARTS  |
| Textiles           | Jatin Patel - Kalikas Armour Bespoke Fashion Atelier<br>KALIKAS ARMOUR   |
| Photography        | Graham Baker - Photographer  |
| Engineering        | Canterbury Christ Church University – Engineering sector<br>Rob Phelps and Don Potter-Edwards - Eurovia<br>EUROVIA |
| Land Based Studies | Paul Mara - Farmer<br>Claire Saunders - Rochester Bridge Trust<br>ROCHESTER BRIDGE TRUST                           |
| Science            |  |
| Sport              | Caroline McRoyall – Sport consultant   |
| Travel and Tourism | Neil Shorthouse – Hospitality, Talent and Project Management Consultant.   |

### Work Experience and Transition

Year 10, new year 11's and Children's play, learning and development pupils will undertake work experience w/c 10th October 2022. This is currently being allocated, linked with MEBP to ensure appropriate, purposeful placements linked to their desired post 16 destination.

Land based studies pupils volunteer at Kent Life every Wednesday to gain valuable experience of working in horticulture. This is linked to their course and aid their progression into work.

Mr Hake is currently tracking the progress of all year 11 post 16 destinations and offering support when needed during this time of transition.

Mrs Martin is also available via school mobile for support and advise to all former pupils.

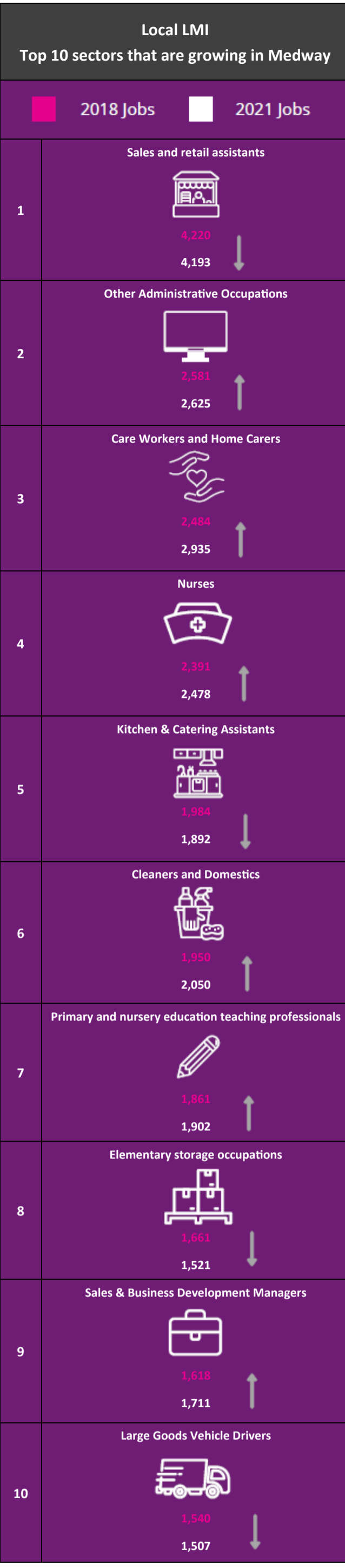
### Carers Advisor

Jacky Moran & Associates LifeWork  
pathways for talent  
Registered Career Development Professional (RCDP- 00056746)

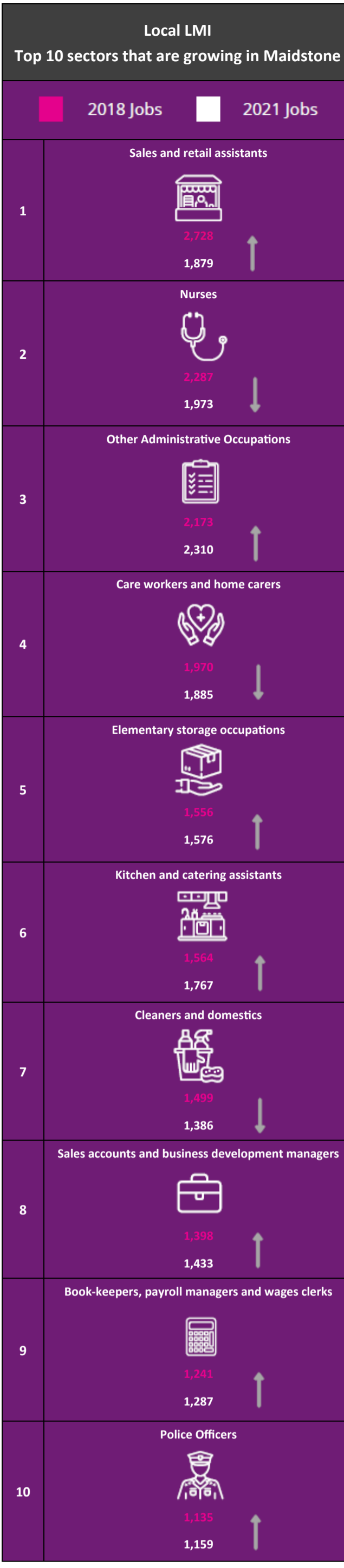
Who am I? My name is Jacky Moran, and I am the Independent Careers Guidance Practitioner for your school. I provide impartial, independent advice and guidance and will be speaking to you in year 11 on a one-to-one basis about what you would like to do after you leave school. In addition, I will be working with lower years, providing group work sessions and attending events.

Where can you find me? You will be meeting me at Mrs Martin's Office. But your teacher will tell you when and where our career meeting will be.

About Me  
I have an excellent understanding of young people like you. I recognise each young person as an individual with strengths and talents. We will use creative techniques to help you fully unlock your potential, both in the world of work and in everyday life. I am looking forward to meeting you and to hearing your stories, dreams and aspirations.



The Rowans Carers Webpage  
[www.therowans.org/page/?title=Careers&pid=121](https://www.therowans.org/page/?title=Careers&pid=121)



### Destinations for KS4

| Destination                            | 2021-2022 | 2020-2021 | 2019-2020 | 2018-2019 |
|--|-----------|-----------|-----------|-----------|
| FE College                             | 9         | 10        | 9         | 6         |
| FE University                          |           |           |           | 1         |
| FE School                              | 1         |           |           |           |
| Apprenticeships/ Internships           | 3         | 1         |           | 4         |
| AP training provider                   | 6         | 4         | 4         | 3         |
| Employment with accredited training    |           |           |           |           |
| Employment without accredited training | 3         | 1         | 2         |           |
| Voluntary/ Part time activities        |           |           |           |           |
| Other training providers               |           |           |           | 2         |
| NEET                                   | 2         | 1         |           |           |
| Not known                              |           |           |           |           |

### Gatsby Benchmarks

| 1 - A stable careers programme |                              |  |
|--------------------------------|------------------------------|--|
| Current score                  | Previous score from Oct 2020 | Percentage of schools meeting this benchmark |
| 100%                           | 100%                         | 43%  |

### 2 - Learning from career and labour market information

| Current score | Previous score from Oct 2020 | Percentage of schools meeting this benchmark |
|---------------|------------------------------|--|
| 100%          | 100%                         | 66%  |

### 3 - Addressing the needs of each pupil

| Current score | Previous score from Oct 2020 | Percentage of schools meeting this benchmark |
|---------------|------------------------------|--|
| 100%          | 100%                         | 38%  |

### 4 - Linking curriculum learning to careers

| Current score | Previous score from Oct 2020 | Percentage of schools meeting this benchmark |
|---------------|------------------------------|--|
| 100%          | 100%                         | 60%  |

### 5 - Encounters with employers and employees

| Current score | Previous score from Oct 2020 | Percentage of schools meeting this benchmark |
|---------------|------------------------------|--|
| 100%          | 100%                         | 56%  |

### 6 - Experiences of workplaces

| Current score | Previous score from Oct 2020 | Percentage of schools meeting this benchmark |
|---------------|------------------------------|--|
| 100%          | 100%                         | 36%  |

### 7 - Encounters with further and higher education

| Current score | Previous score from Oct 2020 | Percentage of schools meeting this benchmark |
|---------------|------------------------------|--|
| 100%          | 100%                         | 33%  |

### 8 - Personal guidance

| Current score | Previous score from Oct 2020 | Percentage of schools meeting this benchmark |
|---------------|------------------------------|--|
| 100%          | 100%                         | 65%  |