



Fairfield
High School for Girls

FAIRFIELD HIGH SCHOOL FOR GIRLS

Aspirational Futures

EXCELLENCE AND AMBITION FOR ALL

INTRODUCTION

This is an overview of the careers programme at Fairfield High School for Girls. There is additional detailed information on the school website

<https://www.fairfieldhighschool.co.uk/personal-development/career-guidance/>

Review Date September 2027

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"PUPILS HAVE ACCESS TO A STRONG CAREERS PROGRAMME. THEY ARE PROVIDED WITH A WEALTH OF INFORMATION WHICH MEANS THAT THEY ARE WELL PREPARED FOR THEIR NEXT STEPS."

OFSTED 2022

VISION AND STRATEGIC PLAN

Fairfield High School for Girls is committed to providing high quality careers education, information advice and guidance (CEIAG), in order to support the progression of all of our pupils. CEIAG is developed throughout a pupil's time at the school and is always supportive of their aspirations, strengths and skills.

A planned programme of activities from year 7 through to year 11 supports pupils in making informed decisions, which are suitable and ambitious to them as an individual. All pupils are supported as they choose personalised pathways that enable them to –

- raise aspirations and promote equality and diversity
- make a sustained transition into further education or training post-16
- make a sustained transition into higher education or employment post-18
- manage their future careers and sustain employment
- achieve personal and economic wellbeing throughout their lives

OBJECTIVE 1

Evaluation and monitoring by all stakeholders to ensure a robust and stable careers programme. To complete an annual evaluation of CEIAG provision from parents, pupils, and staff to ensure a whole school approach. Use of pupil voice to collect feedback at key points such as options and post 16 transition

OBJECTIVE 2

Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes. Employer engagement opportunities to increase within school year on year with pupils having at least 2 meaningful encounters each school year.

OBJECTIVE 3

Every pupil should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks. To further develop the opportunities for work safaris for key stage 3 and to ensure the that all year 10 pupils have a meaningful work experience week.

ROLES AND RESPONSIBILITIES

All members of Fairfield staff have responsibility for the delivery of careers within the curriculum. However, there are staff who have key roles and responsibilities of note:

- Mrs Rasul –Assistant Head (CEIAG) rerasul@fairfieldhighschool.co.uk
- Mrs Chaudhry – CEIAG Lead, Level 7 Career Guidance Advisor gchaudhry@fairfieldhighschool.co.uk
- Mrs E Lewis – Head of Life Skills elewis@fairfieldhighschool.co.uk
- Miss Brooke Millington – Positive Steps, Career Coach, BrookeMillington@positive-steps.org.uk

PROGRESS AGAINST PERFORMANCE INDICATORS

In line with Gatsby benchmark 3 we keep in touch with the majority of pupils for up to three years after leaving. Fairfield's low NEET numbers and high number of pupils progressing to level 3 is evidence of the success of our careers programme.

We use Compass+ to track our progress and have been making excellent progress towards achieving all 8 Gatsby Benchmarks.

Gatsby Benchmarks	% schools fully achieving this Benchmark in Greater Manchester	2020	2021	2022	2023	2024	2025
1. A stable careers programme	75.8%	35%	64%	100%	100%	100%	100%
2. Learning from career and labour market information	84.8%	20%	100%	100%	100%	100%	100%
3. Addressing the needs of the student	57.6%	72%	100%	100%	100%	100%	100%
4. Linking curriculum learning to careers	87.9%	43%	62%	75%	100%	100%	100%
5. Encounters with employers and employees	78.8%	0%	0%	100%	100%	100%	100%
6. Experiences of workplaces	69.7%	100%	25%	25%	50%	100%	100%
7. Encounters with further and higher education	66.7%	75%	85%	95%	100%	85%	90%
8. Personal guidance	93.9%	100%	100%	100%	100%	100%	100%

MONITORING AND EVALUATION

The careers programme is monitored and evaluated to ensure that it is robust, meaningful and of high quality. Feedback is established through;

- Pupil and parent questionnaires
- Fairfield Forum
- Work scrutiny and Quality assurance
- Learning walks
- Evaluation of intended and confirmed post 16 destinations
- Feedback after pupil guidance interviews
- Compass+ and Tracker

	Half term 1 (September – October)	Half Term 2 (November – December)	Half Term 3 (January – February)	Half term 4 (February – March)	Half term 5 April - May	Half Term 6 June - July
Year 7	Form Time Careers activities in PD Booklet (2,3) Future skills questionnaires during AM Registration Unifrog FT activities (2,3)	Form Time Careers activities in PD Booklet (2,3) Unifrog FT activities (2,3) Drop Down day	Form Time Careers activities in PD Booklet (2,3) Unifrog FT activities (2,3)	NAW/NCW activities in subject areas. (2,4) NCW form time booklet (2,3) Tameside Explore (2,5,7) (alternating years) Unifrog FT activities	Careers unit in Lifeskills – Stem Careers, Job sectors, job presentations, Unifrog online programme (2,3) Drop down day	Career and Apprenticeship Fair (alternating years)
Employer engagement either in school or external visits linked to the CEIAG & curriculum audit logged in Unifrog						
Year 8	Form Time Careers activities in PD Booklet (2,3)	Form Time Careers activities in PD Booklet (2,3) Unifrog FT activities (2,3)	Employability skills workshops. (3,5) T Level Assembly delivered by The Manchester College (7)	NAW/NCW activities in subject areas (2,4) NCW form time booklet (2,3) Tameside Explore (2,5,7) (alternating years) Unifrog FT activities (2,3) Inspiring women speed networking (2,3,5) + Drop down day		Unifrog online careers programme (2,3,4,8) Stem Careers in Lifeskills (2, 4) Career and Apprenticeship Fair (alternating years)
Employer engagement either in school or external visits linked to the CEIAG & curriculum audit logged in Unifrog						
Year 9	Form Time Careers activities in PD Booklet (2,3) Future skills questionnaires Unifrog FT activities (2,3)	Year 9 drop down, options and employability skills	Pupil & Parent/carer Progression event (1,3,4) Apprenticeship assembly 1:1 interview by a career's advisor and Positive Steps (3,8)	NAW/NCW activities in subject areas (2,4) NCW form time booklet 1:1 interview by a career's advisor and Positive Steps (3,8) Tameside Explore (2,5,7) (alternating years) Unifrog FT activities (2,3)	CEIAG evaluation completed by all year 9 during form time. (1,3)	Career and Apprenticeship Fair (alternating years) Green Power Challenge

	Half term 1 (September – October)	Half Term 2 (November – December)	Half Term 3 (January – February)	Half term 4 (February – March)	Half term 5 April - May	Half Term 6 June - July
Year 10	Form Time Careers activities in PD Booklet (2,3) Unifrog FT activities (2,3)	Form Time Careers activities in PD Booklet (2,3) XL Programme with ASFC Unifrog FT activities (2,3)	Realising Aspirations programme with ASFC XL Programme with ASFC	NAW/NCW activities in subject areas (2,4) NCW form time booklet (2,3) T Level Assembly (7) XL Programme with ASFC Unifrog FT activities (2,3)	1:1 interview by a Careers Advisor and Positive Steps (3,8) Apprenticeship assembly (7) Mock interviews + CVs Work Experience 5 days XL Programme with ASFC	1:1 interview by a Careers Advisor and Positive Steps (3,8) Unifrog online careers programme (2,3,4,8) Drop down day (3,4) CEIAG advisor delivers post 16 lesson in lifeskills. (3,7) Career and Apprenticeship Fair College taster days Unifrog FT activities (2,3)
Employer engagement either in school or external visits linked to the CEIAG & curriculum audit logged in Unifrog						
Year 11	Post 16 interviews by positive steps. (3) Post 16 convention information event. (3,7) College application workshops (lunch) College application lesson in Lifeskills 1:1 interview by a Careers Advisor & Positive Steps (3,8) Interview techniques and college applications in Lifeskills Unifrog FT activities (2,3)	Post 16 destination questionnaire (1,3) Unifrog online careers Programme (2,3,4,8) College application workshops Future skills questionnaires Unifrog FT activities (2,3)	Apprenticeship workshops at lunchtime. (3,7)	CEIAG evaluation completed by all year 11 during form time. (3) External University and apprenticeship fair. (5,7) NAW/NCW activities in subject areas (4) NCW form time booklet (2,4) Unifrog FT activities (2,3)	Apprenticeship workshops at lunchtime. (3,7) Alumni Network information and sign up	

