

“Everyone Matters, Everyone Cares”

Measuring the Impact of Careers Education, Information, Advice and Guidance (CEIAG)

At The Orchard School, *Everyone Matters, Everyone Cares*. We believe that preparing pupils for their next steps in learning, work and life is an essential part of our curriculum. Careers education is woven through our provision to help every pupil grow in confidence, develop aspiration and make informed choices about their future.

How we measure and assess the impact of our careers programme

- We use the Compass+ evaluation tool to assess our ongoing progress against the eight Gatsby Benchmarks.
- Our Careers Plan tracks progress towards both the school’s priorities and the Gatsby Benchmarks.
- The Careers Plan is reviewed termly to ensure it remains purposeful, inclusive and responsive to pupil needs.

Evaluating the effectiveness of our CEIAG programme

Our annual evaluation focuses on ensuring that every pupil receives meaningful careers learning and guidance. The process includes:

- Reviewing programme objectives and evaluating outcomes for pupils.
- Assessing delivery across the curriculum and identifying evidence of impact.
- Using pupil and staff feedback to adapt and continuously improve our offer.

Evidence considered includes:

- Pupil attainment and progress across subjects.
- Engagement with Unifrog during tutor time and lessons.
- Pupil feedback on understanding of careers and pathways.
- The effectiveness of the Year 9 Options process.
- Destination data at the end of Key Stage 4, ensuring pupils move on to the most appropriate next step for them.

Feedback is gathered from a wide range of stakeholders including:

- Pupils and parents/carers.
- Teachers, governors and employers.
- CEIAG partners such as the Careers and Enterprise Company and The Education People.

Evaluation cycle and schedule:

- Termly review of the use and effectiveness of resources for careers work.
- Ongoing assessment of the impact of one-to-one guidance, small group sessions and drop-ins.
- Evaluation of CEIAG events throughout the year.
- Review of pupil outcomes at the end of Year 9 and Year 11.

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- Analysis of destination data to ensure pupils transition successfully into education, training or employment that is right for them.

All careers documentation is reviewed annually during Term 1 of each academic year.

Through this reflective and responsive process, we ensure that our careers provision remains inclusive, aspirational and aligned to The Orchard Way — helping every young person to believe in themselves, find their voice and take pride in their future.