



THE  
**ROBERT  
NAPIER**  
SCHOOL

# TRNS Careers Impact Measures 2023 - 2024

A **Beyond** ACADEMY  
SCHOOLS TRUST

## **Reviewing Careers provision at The Robert Napier School.**

Reviewing Careers provision at The Robert Napier School happens in two ways:

1. Internal reviews completed by the school.
2. Review systems completed by DOMEQ to offer Careers guidance to students.

### **1. Internal reviews completed by the school.**

Careers provision at The Robert Napier School is completed and reviewed internally using the Compass Questionnaire. This online survey is completed twice a year in order to ensure that our school meets and implements the Gatsby Benchmarks, paving the way for us to ensure that provision is personal and relevant to the decisions that our students make.

In addition to this, we work with and utilise many organisations such as the Careers Enterprise Company (CEC) in order to improve Careers provision. This includes the following areas:

- Reviewing the destination data for Y11 and Y13 every year.
- Conducting Student Voice questionnaires to evidence and review findings in terms of careers provision at the end of every academic year.
- Reviewing of internal events, trips and employer engagements organised at The Robert Napier School.
- Asking parents to complete a questionnaire at the end of every academic year in order to review and gauge feedback for improvement in terms of careers provision for their sons and daughters.

As a whole, our School Improvement Plan (SIP) is used to ensure that the CEIAG (Careers Education, Information, Advice and Guidance) is fully supporting whole school aims. Our SIP is also reviewed annually.

### **2. Review systems completed by DOMEQ to offer Careers guidance to students.**

Steer Career (DOMEQ) also provide a quality impartial careers information, advice and guidance service to students via 1:1 session. Impartial guidance discussions can motivate and inspire students, while empowering and equipping them to make independent and informed decisions. All meetings are reviewed based on responses by students in order to 'build on' and develop DOMEQ provision. Statistical evidence is gathered from these interviews and shared with the school. These findings are gathered in every careers meeting and statistics shared with The Robert Napier School every academic year.



Meetings are personalised to the student, depending on their year group:

Years 8 & 9: To support and review GCSE option choices.

Years 10 & 11: To discuss and review careers plans and enable students to make informed post 16 decisions (appropriate subject choice, work experience and skills development).

Year 12: to discuss post 18 options.

The benefits of guidance discussions: provide an opportunity for students to talk with an impartial practitioner about their ideas, aspirations and options.

For those students struggling with confidence and self-esteem issues small group mentoring sessions are available.

### **Work experience**

Every Year 10 student completes a work experience placement which aims to provide young people with an opportunity to expand their awareness of the world of work, this will help guide them with the essential part of their work-related education, as well as building confidence and developing strong relationships with businesses and the community.

The Robert Napier School will be working alongside with DOME (Dom Education Group) our work experience contract provider.

Students will receive a logbook to capture their experience and learning log that will help them in their future pathways and review current experiences offered. The work experience provision is evaluated annually with our partners DOME.

