

## **Careers Education: Preparing for Ofsted**

Saahera Mahomed our Enterprise Coordinator, shares with you her top tips to get you ready for Ofsted.

Recently I have been supporting some of my schools/colleges with their Ofsted inspections and I have collated some of the topics that the Ofsted inspectors seemed particularly interested in. I have included a link to our Benchmark resources page where appropriate. I hope you find it useful in helping you to think about what you need to prepare for Ofsted, in relation to Careers at your institution.

<b>Ofsted Preparation Suggestions for Careers</b>
<p><b>1. Intent</b></p> <p>What is your vision for careers and what outcomes do you want to achieve for your students, by the time they leave your institution? Even better if you have outcomes for each year. How does this align with your overall school priorities and plans? You could use your SIP here, to align outcomes.</p>
<p><b>2. GB3 – Needs of all your students</b></p> <p>Highlight the work that you do for your vulnerable groups and talk about target cohorts; SEND, PP, etc. What support do these students get in careers lessons and activities, and what do you do to ensure that they have good experiences of work and appropriate 121 careers IAG? Students with SEND should be prioritised for 121 guidance and offered further appointments.</p>
<p><b>3. GB4 – Careers in the curriculum</b></p> <p>How is careers being delivered in lessons? Is careers being delivered in all subject areas? What resources, if any are being used? Can you evidence this and will the wider teaching staff talk about it when they speak to Ofsted about their subject area? <a href="#">Benchmark 4 - LLEP</a></p>
<p><b>4. GB6 - Work Experience and Employer Engagement</b></p> <p>All students should gain some experience of the workplace, but they don't all have to achieve it in the same way. Highlight any new or innovative ways that you are achieving this. How do you engage and manage your employer contacts? How connected are you with them? Do you have an Alumni group? <a href="#">Benchmark 6 - LLEP</a></p>

**5. GB7 – PAL, statutory requirement**

Provider Access Legislation has been recently updated. Make sure that you are aware of the requirements and that you have provision in place to meet them. This should be reflected in your careers plan/programme/roadmap.

[Benchmark 7 - LLEP](#)

**6. Stakeholders**

A good careers programme considers its stakeholders, their needs and views. The stakeholders are students, teachers, governors, employers and parents. What have you done to gain contribution, feedback and involvement from these groups?

Do you regularly report to, and/or connect with your careers link Governor?

Do you hold parent sessions relating to careers?

The survey links that we sent to you last term, is a good source of feedback.

Involving stakeholders in planning your programme is a great way to stay connected with them and gain valuable contribution.

**7. NEETs and Destination Data**

What percentage of your students were NEET last year?

What percentage of your students are at risk of being NEET this year?

What do you do for students at risk of NEET?

Do you have your NEET figures for the last few years, that evidences what you are doing is working?

Do you have your Destination Data?

Does it have a good spread of destinations?

How do you analyse your Destination Data and what do you use it for?

It would be great if the data was used to inform your careers programme for the next academic year or highlight what support your transition years students might need.

**8. Evaluation**

How do you evaluate your programme to ensure that what you are doing is working? And to find out what else you may need to do?

Surveys, that we sent out last term are one way.

Holding an annual evaluation group that includes members from each stakeholder group is good practice.

Careers activity surveys are good for feedback and highlighting impact.

Termly Compass returns and plans to improve your scores, show continuous planning, review and improvement.

**Top Tips:**

- Make sure that the careers section of your website is up to date and all your policies have been updated and reviewed, according to the dates on them.
- Make notes before your meeting with Ofsted and take them with you, so you can make sure you tell them everything that you want to.
- Talk about how you meet statutory requirements outlined in the Careers Strategy; IAG, Gatsby Benchmarks and Provider Access Legislation.
- Take copies of things that you can leave with them, e.g., your careers roadmap.
- Highlight aspects that you are particularly proud of and/or that work well in your institution, such as working with your careers link Governor.