



RGS ESTD
1562
HIGH WYCOMBE

CAREERS EDUCATION MONITORING AND EVALUATION 2024-25

ROYAL GRAMMAR SCHOOL
HIGH WYCOMBE

“NATIONAL CENTRE OF
EXCELLENCE IN CAREERS”

At RGS we believe it is very important to assess the impact of our Careers Programme. We do this in a number of ways:

1

Destination Data

We identify and analyse the destinations of our Year 11 and Year 13 pupils, taking into consideration their prior attainment and noting any new trends that emerge.

2

Audit/Survey

We are keen to get the views of pupils regarding the CEIAG activities they have received. In the summer term we ask all year groups to complete an online audit/survey to give their overall feedback and assessment on the programme that year.

3

Careers Champions: Student Careers Leaders

We have a number of Careers Prefects (Year 13) and Careers Champions (Year 7 to Year 12) that serve as the “student voice” for all things careers. The Careers Lead meets with them on a frequent basis using them as focus group, listening to their feedback, making sure recalibration of the programme occurs where needed. These pupils also join county meetings with other schools in Buckinghamshire along with the Careers Lead, sharing good practice and opportunities that allow cross-pollination.

4

Parents/Carers

We value feedback on how impactful they feel the careers activities of their children have been and how supported they have felt in aiding their children in career decisions. This information is received through audit/surveys sent to them.

5

Employers

After each event employers support us on, they are asked for feedback that helps us understand the value of our programme with our key stakeholders and general assessments of the events (workshops, talks, work experience, etc) themselves.

6

Event Feedback

After key careers activities, pupils are asked to provide feedback via forms.

7

Staff Feedback

Support and Teaching staff's feedback is sought at the end of each academic year, to understand how they feel the careers provision has gone for the school and to gauge on any training that may be beneficial.



2024-25 Impact Assessment and Evaluation:

Introduction



We are delighted to present our annual report showcasing the remarkable achievements of The Royal Grammar School High Wycombe's Careers Department in the past year. Through dedication, hard work, and collaboration, we have reached significant milestones that have positively impacted our school community.

Key Achievements

This academic year, our Careers Department has provided outstanding support by offering career guidance, hosting engaging career assemblies, weekly 'Tuesday Talks' across various industries and pathways, Enterprise Days, and skills-building events. Additionally, students have benefited from mock interview practice and extensive work experience opportunities, all contributing to their real-world readiness and essential skill development.



2025 Ofsted Inspection



We are incredibly proud to see Ofsted recognise the impact of our careers programme at RGS:

"Through the excellent **careers programme**, pupils are **regularly exposed** to representatives from the world of work, education and training, including school alumni. Consequently, pupils are **extremely well prepared** for their next steps and to be **positive citizens** of modern Britain."

"Outstanding Careers Guidance"

Wycombe MP, Emma Reynolds, praised our career provision as "Outstanding" in her 2025 [Press Release](#).

National Centre of Excellence

We are thrilled that RGS HW has been awarded the prestigious status of “National Centre of Excellence in Careers” by Challenge Partners. This recognition reflects our unwavering commitment to providing exceptional career guidance and support to our students. The webinar delivered to a national audience of CP Schools by our Careers Lead, Sweta Thakrar, has received high praise and thanks.



Area of Excellence



In 2025 our Careers Department was invited to deliver an [Action Research](#) project at Eton College, where a number of national schools, part of the International Boys Schools Coalition, collaborated to share research-based interventions. It was a showcase of RGS' K3 Careers Programme, looking at how to “[Spark Careers and Enterprise Skills early in Year 7](#)”. This project was very well-received and has been published internationally.

Community Impact: Our commitment to fostering meaningful connections within our school community extends beyond our immediate school. RGS HW takes pride in its leadership role within the wider educational community. We lead the Careers Leaders Network for Buckinghamshire Grammar and Independent Schools, co-lead the Buckinghamshire Estate Schools' Networks, and actively contribute to initiatives that promote collaboration and excellence across educational institutions. Furthermore, within our school, we empower students to take on leadership roles in career development. Our RGS HW prefects lead the Careers Student Leaders Network, supported by the Y7-Y12 Careers Champions, which is a new initiative at our school. These student-led networks play a crucial role in shaping the career guidance through student voice and support, fostering a culture of peer mentorship and empowerment. The DfE showcased us an example of leveraging Student Leadership in Careers during National Careers Week March 2024, inviting other schools to follow our lead.



Support for Disadvantaged Students

We are dedicated to ensuring that all students have equal access to opportunities and resources. Our support for disadvantaged students includes tailored programs and initiatives aimed at addressing barriers to learning and promoting inclusivity. Key aspects of our support include:

- **SEND Students Prioritised for Careers Guidance:** Students with Special Educational Needs and Disabilities (SEND) are given priority for careers guidance sessions with our external careers adviser, ensuring they receive the personalised support they need.
- **Bursaries and Scholarships:** We provide bursaries and scholarships to Pupil Premium (PP) students, which include opportunities for paid work experience through providers like InvestIN (www.investin.org).

- **Work Experience Support:** We offer dedicated support to help students find work experience placements, recognising that they may lack the necessary network connections.
- **Paid Educational Trips:** We cover the costs for relevant trips, such as visits to UCAS and Apprenticeships Fairs, to ensure all students can participate.
- **Psychometric Testing:** Where applicable, we pay for Morrisby Psychometric Testing to help students better understand their strengths and career interests.
- **Partnerships with Prestigious Organisations:** We partner with esteemed organisations such as the Sutton Trust and Eton College to provide additional opportunities and resources for our students.
- **Mentoring with Role Models:** Students are paired with relatable role models, such as Enterprise Advisers, for mentoring and guidance.
- **Encouraging Extra-Curricular Activities:** We encourage participation in extra-curricular activities and leadership-building opportunities, such as leading a society, to develop well-rounded individuals.
- **Careers Champions:** We provide relatable in-class support through careers champions who offer guidance and encouragement directly within the classroom.



Quotes and Feedback

STUDENT
Voice

Extracts from Audit with Parents, Staff, Students, Guests, Employers, Guests and Alumni



- "I am inspired to study more and get better scores on my test so I can get a good university like the career assemblies say" (Year 7)
- "The careers activities really inspired my determination to experiment in different potential fields and informed my motivation of my studies" (Year 13)
- "Careers has shown me that if I work hard I will get a good job." (Year 8)
- "Careers has helped me be able to see the kind of jobs I could have in the future and great unis I can go to. This has inspired me to work hard so I can experience them first hand." (Year 12)
- "1-1 career guidance is really helpful for people confused with which career path to take." (Year 9)



- Young Enterprise taught me many things about budgeting, branding etc. Really made me think about starting my business when I'm older. Was Good FUN!!!!!!" (Year 7)
- "Many of the assemblies have shown me that different paths could lead me to a new beginning.)
- "Mrs Thakrar has helped me with applying for work experience and has helped me gain clarity on the things I need to do if applying for Maths. Also, she is an approachable and lovely teacher that I can talk to whenever I need guidance on my career path." (Year 12)
- "Work shadowing day really helped understand how a work environment works." (Year 9)
- "The careers activities have helped me work better collaboratively with a larger group of people helping with group activities in class." (Year 9)
- "The careers department motivates me to work hard to have the work ethic for a job." (Year 8)

Staff Feedback



We take great pride in ensuring our staff actively contribute to the careers programme by sharing their expertise and providing valuable feedback to enhance its impact.

- “Very organised and well informed department who are very good in organising and communicating about the talks/workshops or events.”
- “Past students have always say they have found their conversations with the Careers Department very useful / students have said they have found the guidance on finding work experience particularly useful.”
- “The Careers Team is knowledgeable, highly efficient, helpful and professional. I would also add that all are extremely warm, friendly and greatly valued colleagues.”
- “The Careers Team does a cracking job.”
- “ The Careers Talks and one to one interviews are excellent..”
- “The careers team were great in telling the wider school community about two recent Law/History talks from RGS Old Boys, which meant more students got involved”



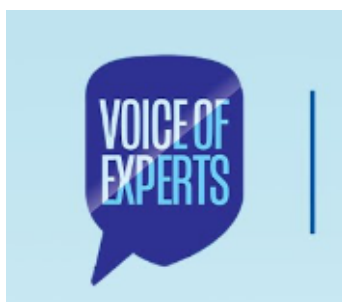
Parent Feedback

Parent & Carer VOICE

We're committed to developing a careers programme that aligns with our students' needs by actively inviting parents' feedback and insights, ensuring a well-rounded approach to supporting their futures.



- “My older son asked Mrs Thakrar for info re opportunities for physicists and she kindly sent on several opportunities.”
- “When I wanted to talk to the Careers Department early on about the work experience requirement for Year 11s I was invited into the school to discuss. Mrs Thakrar has also been very helpful in assisting me with filling in the relevant forms for work experience within a primary school setting. She has also been warm and encouraging towards my son personally. And provided additional opportunities for the parents of SEND pupils to discuss work experience and careers in relation to their SEND status.”
- “The young enterprise day still remains a highlight in my son’s life and what was experienced on the day. My son came home fulfilled and with the biggest smile as he thoroughly enjoyed the experience .”



Employer Feedback

We work closely with employers to integrate their feedback into our careers programme, bringing real-world insights and industry expectations that help prepare our students for future careers.

- “Thank you for inviting me to run Mock Interviewing session and allowing the time to ensure maximum impact and learning from the session .I was impressed by the students who all handled a challenging group exercise very well and were engaged and behaved professionally throughout the session ”
- “Really lovely school, supportive staff and engaging students!”
- “Always happy to support events at RGS. I deliver events across schools in Buckinghamshire and your careers provision is second to none..”
- “It is always a pleasure to work with Sweta and RGSHW! ”
- “Great event thank you for the invite. I was regretful using the KS3 version of the Discover HE talk should have stuck to KS5 one for the Year 9s as they are at that level already, testament to the great work being done at Royal Grammar to prepare them for their future.”
- “I was made to feel very welcome - thank you!”



Focus for 2025-26



As we celebrate our successes, let us also look ahead with optimism and determination. Some areas which were highlighted in our audit feedback, which we will recalibrate for the new academic year, in addition to maintaining Excellence status include:

Enhancing Communication with Parents

- We recognise the importance of keeping parents informed and engaged. We will focus on increasing the frequency and clarity of our communications, providing timely updates on careers events, resources, and opportunities to ensure parents feel well-equipped to support their children's career journey.

Expanding University Speaker Invitations

- Feedback has mentioned that parents are grateful for the extensive apprenticeships information available but want to see more focus on the university route.

Increasing Visibility of Competitions and Challenges

- We want to make students more aware of the challenges/competitions that they can sign up to raise their careers profiles and to gain competitive edge for when applying to Post-16 and Post-18 options.

These targeted improvements will help us continue delivering a top-tier careers programme that aligns with the evolving needs and aspirations of our students and their families.