



RGS ESTD
1562
HIGH WYCOMBE

CAREERS EDUCATION MONITORING AND EVALUATION 2025-26

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.



2025-26 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. The flagship event of the year was the Y9-13 RGS Careers Fair, a superb event for the school community!



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 Director of Careers, 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 presented at the “Festival of Learning” Conference, hosted by Dr Challoner’s High School, in June 2026.

Community Impact: System Leadership & Educational Footprint

RGS takes immense pride in its external leadership footprint across regional networks:

- Chairs of Strategic Networks: We actively lead the Careers Leaders Network for Local Grammar and Independent Schools and co-lead the Buckinghamshire Skills Hub Careers Leader Networks.
- International Boys' Schools Coalition (IBSC): Following our invited Action Research project at Eton College, our Director of Careers delivered a Conference sharing best practices in Careers Education for the Festival Learning Conference.
- DfE Showcase: The Department for Education (DfE) continues to showcase RGS as the national gold standard for leveraging Student Leadership in Careers, encouraging schools across the UK to adopt our peer-mentorship infrastructure. We are frequently cited by the CEOs of National Careers Week as a role-model provision in Careers Education.



Gatsby Benchmarks 2025-26



Maintaining a 100% Gatsby rating in all benchmarks, yet again in 2025/26 directly correlates with outstanding Ofsted outcomes. It ensures that pupils are not only highly motivated in their current academic studies but are also exceptionally well-prepared to transition into competitive post-16, higher education, or degree apprenticeship pathways.

Internal Leadership Review

We are thrilled to report that the Careers Department achieved a highly positive Internal Leadership Review (ILR) for the 2025-26 academic year. This flawless data audit rigorously validates that every individual student profile- particularly across our disadvantaged and SEND cohorts- is being meticulously tracked, ensuring that no pupil slips through the cracks of our progressive career pathways. This exceptional operational milestone acts as concrete, audited proof that the RGS does not just deliver excellent career encounters, but structurally measures, tracks and validates the longitudinal impact of every single student intervention.



Future Skills Questionnaire

We are also incredibly proud to announce that our Future Skills Questionnaire (FSQ) scores have jumped significantly over the 2025-26 academic year, demonstrating an exceptional uplift of 17% within two years for the exact same student cohort. This substantial upward trajectory provides clear, data-driven validation that our students are actively absorbing and articulating their career readiness, self-efficacy and essential workplace skills over time. Seeing our FSQ metrics rise so dramatically serves as a powerful testament to the long-term impact of our progressive framework, proving that RGS students are finishing the year with a measurably stronger, more confident grasp of their future pathways and real-world readiness.

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



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



- "Dear Ms Thakrar... I just wanted to thank you for giving me the opportunity to attend both the Oxford Law Taster Day and the InvestIN program. I cannot express how grateful I am for these experiences. I learned so much from both events, and after hearing from so many professionals, I now have a much clearer idea of the path I want to pursue... The InvestIN program, in particular, was incredibly insightful. It has helped me understand the practical aspects of being a barrister and clarified what I need to focus on next. I feel that concentrating on my grades from now on is the key step... Thank you once again for your support and for making these opportunities possible." (Y12; Disadvantaged Student)
- "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." (Y7)
- "The careers activities really inspired my determination to experiment in different potential fields and informed my motivation of my studies." (Y13)
- "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." (Y12)
- "Young Enterprise taught me many things about budgeting, branding. Really made me think about starting my business when I'm older. Was Good FUN!!! (Y7)
- "The careers activities have helped me work better collaboratively with a larger group of people helping with group activities in class." (Y9)
- "Work shadowing day really helped understand how a work environment works." (Y8)

Staff Feedback

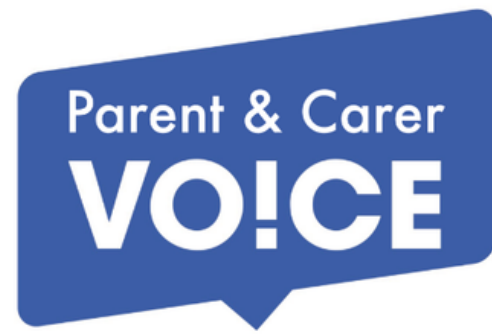


We take great pride in ensuring our staff actively contribute to the careers programme by sharing their expertise and providing valuable feedback to enhance its impact.

- “Always find Sweta and her team of Careers Champions really helpful, informative, friendly and enthusiastic. I really feel that Sweta has done an amazing job of putting Careers front and centre of our student's education.”
- “Such an improvement in recent years - really good vibe to the careers activities and great to have the ambassadors spearheading events.”
- “Careers provision seems outstanding to me! Well done indeed.”
- “The Careers Team were great in telling the wider school community about two recent Law/History information from RGS Old Boys.”
- “They are a real asset to the school. They really help the pupils.”
- “As a Sixth Form tutor, I often recommend students to visit Careers. This has included very positive feedback from the support provided, for example, through the degree apprenticeship application process or arranging careers appointments.”
- “Students have enjoyed events such as the careers fair and have enjoyed the 1-to-1 sessions that they have had.”
- “Smiliest department.”
- “All my interactions with Careers have been very positive. Thank you for all your hard work.”
- “The students are very lucky to have such well organised careers days.”
- “I just wanted to say what an excellent job you did putting the Careers Fair together, every time I came over the energy was high and many students told me how useful they found it.”

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.

Parent Feedback



- "Good morning. Thanks a million for everything you do for my son. In my view, you have made a transformational change to RGS Careers function. We are always amazed to see your passion, energy and commitment in this role. I am sure your leadership and advice will continue to benefit thousands of students in years to come." (Y12 Parent)
- "Thank you very much for your wonderful email and for taking the time to send a Praise Card in the post. We are truly grateful for your kindness and for ensuring his efforts were recognised and celebrated at home as well. We really appreciate you explaining the significance of a Praise Card and the school values it represents. It means a great deal to know that my son is being acknowledged not only for his conduct and character, but also for demonstrating Respect, Integrity and Aspiration- qualities we are keen to reinforce at home." (Y9 Parent)
- "Thanks so much for a very helpful event. My elder son at uni but I had forgotten so much about the process and last night was a great refresher for helping my next son." (Y12 Parent)
- "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 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."
- "Working with my son on all the amazing opportunities you have sent. Thank you for all you do to help the students & parents"

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.

Employer Feedback

- "A truly inspirational day that restored faith in education! The pupils and the staff were an absolute credit to the school and left me feeling so encouraged. I was blown away with how welcome we were made to feel and the care we were given on the day. "
- "Always a pleasure to return to RGS- and genuinely proud of Y7 and what they accomplished!"
- "Always happy to support events at RGS. I deliver events across schools in Buckinghamshire and your careers provision is second to none."
- "Thank you for inviting me to run Mock Interviewing 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."
- "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."
- "Thank you for inviting us to be part of your Year 9 careers day which was very well planned as usual. We look forward to attending any future events."
- "Really fantastic event, well organised both prior to and during the event. Student ambassadors engaged thoughtfully and professionally throughout, they really are a credit to the school. I hope the students benefitted from the event, and I will have to try and help some more in the future. Always happy to where time allows. Thank you for the kind invitation."
- "Lots of intelligent questions and good engagement from your students."
- "It was a great evening and I felt privileged to be invited along to take part."



Focus for 2026-27



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:

Demystifying the Careers Programme with Parents

- Formally mapping out and sharing the "Spiral Curriculum" framework with families, explicitly demonstrating how careers learning is progressive, scaffolding skills year-on-year from Y7 to Y13.
- Increasing the velocity and clarity of parent communications, ensuring parents see exactly how early interventions connect seamlessly to upper-school Post-16 and Post-18 pathways.
- Providing parents with clear, ahead-of-schedule toolkits, event windows, and resources to co-support this journey at home.

Expanding Careers Form Time Activities

- Utilising form time as a core, structured delivery vehicle for short careers activities, ensuring consistent, school-wide engagement.
- Providing form tutors with ready-to-use, low-prep resources to discuss pathways, soft skills, and application tactics.
- Focus on streamlining and target-delivering general careers communications specifically within Sixth Form tutor groups.

Increasing Awareness of Disadvantaged Support and Reasonable Adjustments

- Demystifying the workplace "Reasonable Adjustments" framework for SEND students and parents, empowering them with the knowledge and confidence to navigate future employment and application settings.
- Normalising conversations around workplace equity, access rights and individual support systems.

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.