



# **Securing Futures: Our Strategy for Pupil Success**

Auchenharvie Academy: Strategic Improvement Plan | Priority 3



# Our Guiding Objective: Promoting Better Life Opportunities for All

“Improvement in skills and **sustained**, positive school-leaver destinations **for all** young people.”

## Alignment with National Frameworks



**Education Service Priority:** Closing the attainment gap between the most and least disadvantaged children and young people.



**NIF Drivers:** Curriculum and assessment; Performance information.



**HGIOS 4 Quality Indicators:** 2.2 Curriculum; 3.2 Raising attainment and achievement; 3.3 Increasing creativity and employability.

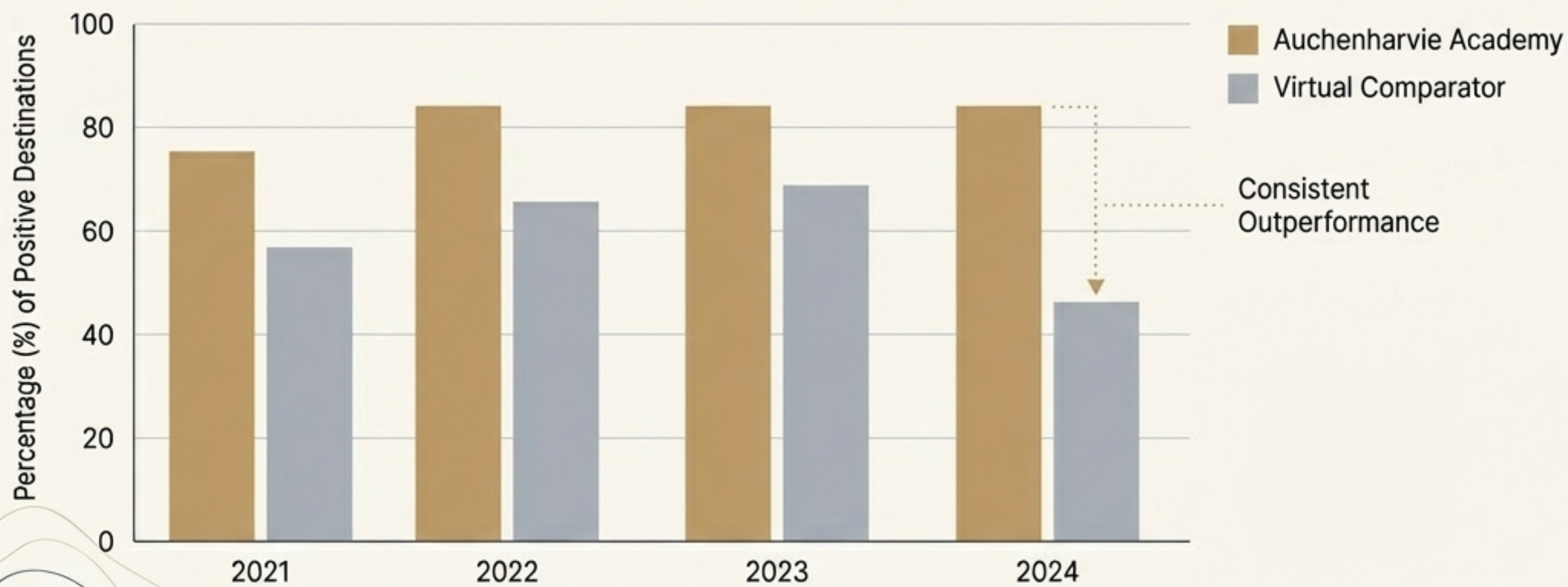




# We Begin from a Position of Proven Strength

Analysis of school leaver destination data from 2021 to 2024 shows that Auchenhavrie Academy has consistently achieved positive destination figures above those of our Virtual Comparator (VC).

## Positive School-Leaver Destinations (2021-2024)





# Our Success is Built on a Strong Foundation

This is a significant strength and reflects the strong systems in place to guide young people into sustained post-school pathways.



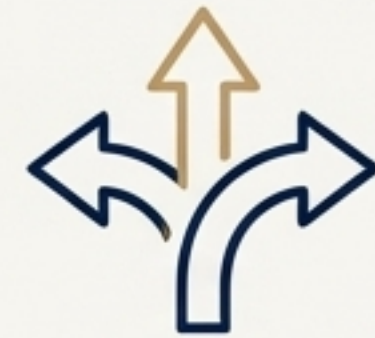
## Strong Partnerships

Collaborations with local employers, colleges, and support agencies.



## Targeted Interventions

Proactive support for learners identified as being at risk.



## Personalised Support

Tailoring guidance and opportunities to individual pupil needs and ambitions.





# Anticipating the Headwinds Ahead

However, given the challenging external environment, it is essential that we continue to prioritise and enhance our support for positive destinations. We must be proactive in preparing our young people for a dynamic and competitive landscape.





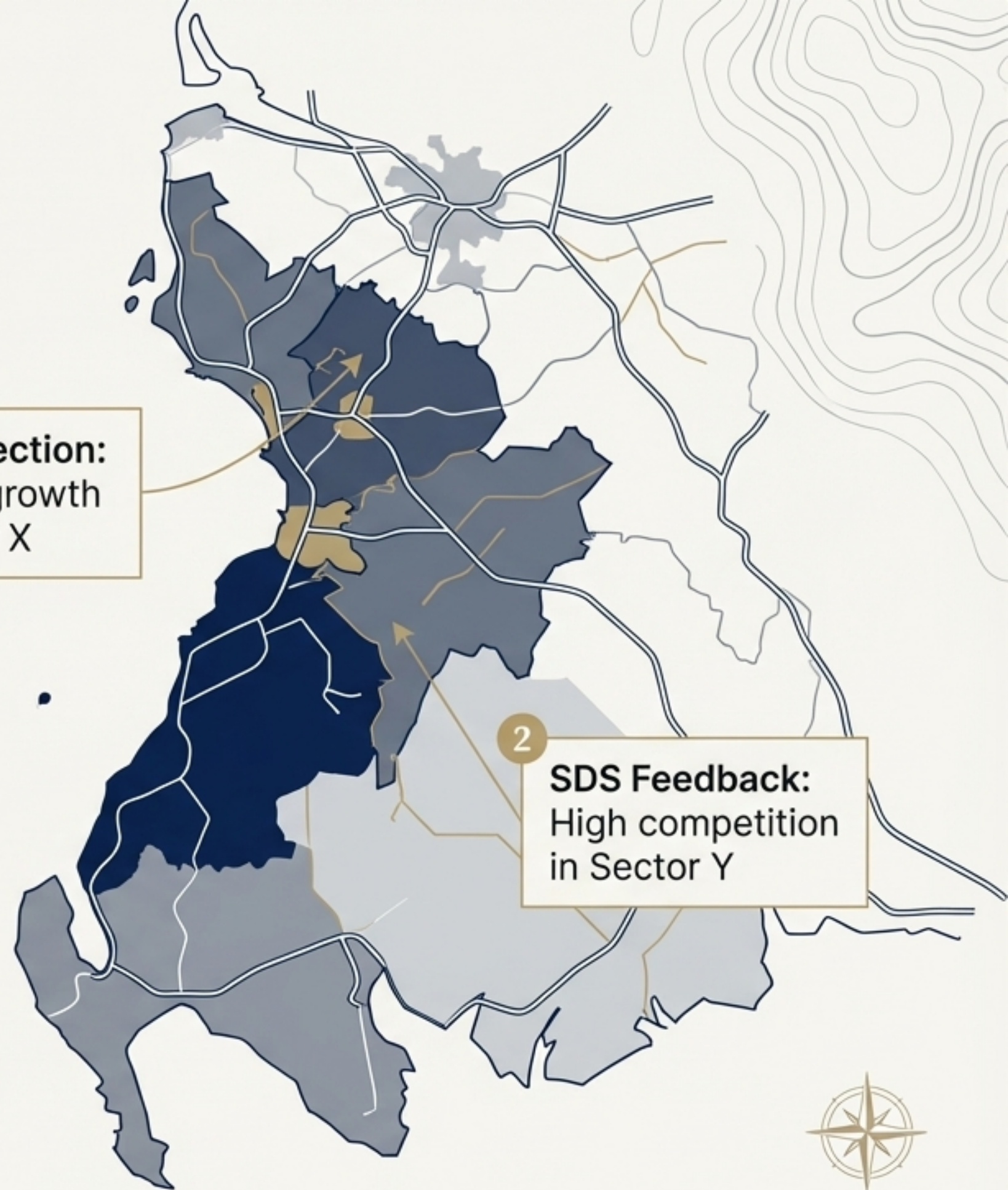
# A Challenging Regional Economic Outlook

The economic outlook for the region remains challenging, with limited growth forecast in certain sectors.

This is based on Labour Market Intelligence (LMI) projections for Ayrshire to 2034 and direct feedback from Skills Development Scotland (SDS).

1  
**LMI Projection:**  
Limited growth  
in Sector X

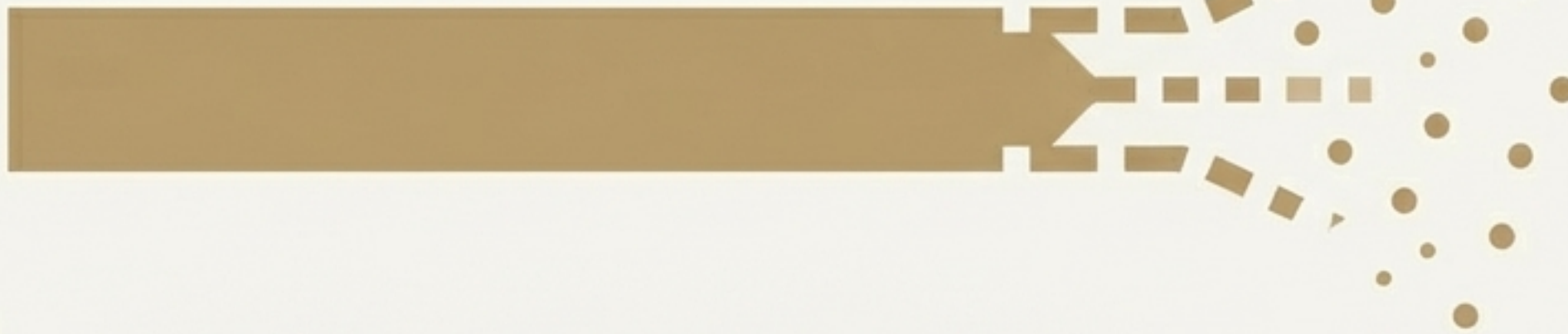
2  
**SDS Feedback:**  
High competition  
in Sector Y





# Navigating Uncertainty in Programme Funding

Current DYW Ayrshire Funding



## Key Challenge:

There is uncertainty around the future of DYW Ayrshire funding, which has supported several innovative programmes.

## Strategic Implication:

Proposed funding reductions will require a strategic rethink of how we deliver career education, industry partnerships, and work-based learning opportunities, particularly for our most vulnerable learners.





# Our Strategic Response: A Three-Pillar Plan for Action

To meet these challenges and build on our strengths, we will focus our efforts on three key outcomes for our pupils. This plan is designed to ensure all learners are fully supported to transition successfully.

# 1

## Enhancing Skills for Work Experiences



# 2

## Broadening Vocational Pathways



# 3

## Expanding Real-World Opportunities

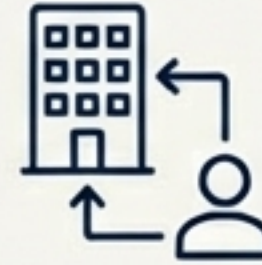




# Pillar 1: Learners will make informed choices through direct 'Skills for Work' experiences.



**Employability Showcase:** A dedicated event for S2 pupils during option selection time.



**Employer Partnerships:** Ensuring every DYW stream is partnered with an employer for workplace links and visits.



**DYW Cyber Programme:** Launching a new stream in conjunction with Ayrshire College and Computing for 2025/26.



**CSCS Card Training:** Providing industry-standard certification for all construction and metalwork pupils.



**Expanded S3 DYW Offer:** Introducing Barista, Cycle Maintenance, and Nail Bar courses.

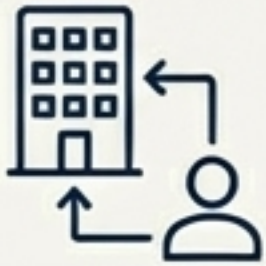


**Aerospace Work Experience:** All metalwork pupils to gain experience and undertake a Level 4 'Steps to Work' qualification.



# Pillar 2: Learners will explore diverse vocational pathways and careers.

## Main Initiatives



**School-College Links:** Continuing to develop progression pathways with partner colleges.



**Early Taster Sessions:** Offering college tasters for S1 and S2 pupils to build foundational skills.



**Personalised Skills Profiling:** Developing the 'All About You' system, linked with SDS Pro, for pupils to profile their skills and learner journey.

## Dedicated ASN Support

- NAC Equal programme in place.
- Ayrshire College Supported Learning Link.
- New provision from Sense Scotland to be established.
- Links with Lockhart Campus to support pupils.



# Pillar 3: Learners will access a wider choice of experiences to secure positive destinations.



**SDS Learner Profile Tool:**  
Utilising this for S2 Employability pupils.



**National Apprenticeship Week:**  
Promoted as a whole-school theme through assemblies and PSE.



**Targeted Work Experience:** S4-S6 pupils not sitting exams (COC) supported with placements based on leaving date and career plans, with exploration of accreditation.



**Extended Employer Opportunities:**  
Actively seeking and offering a wider range of employer engagements.

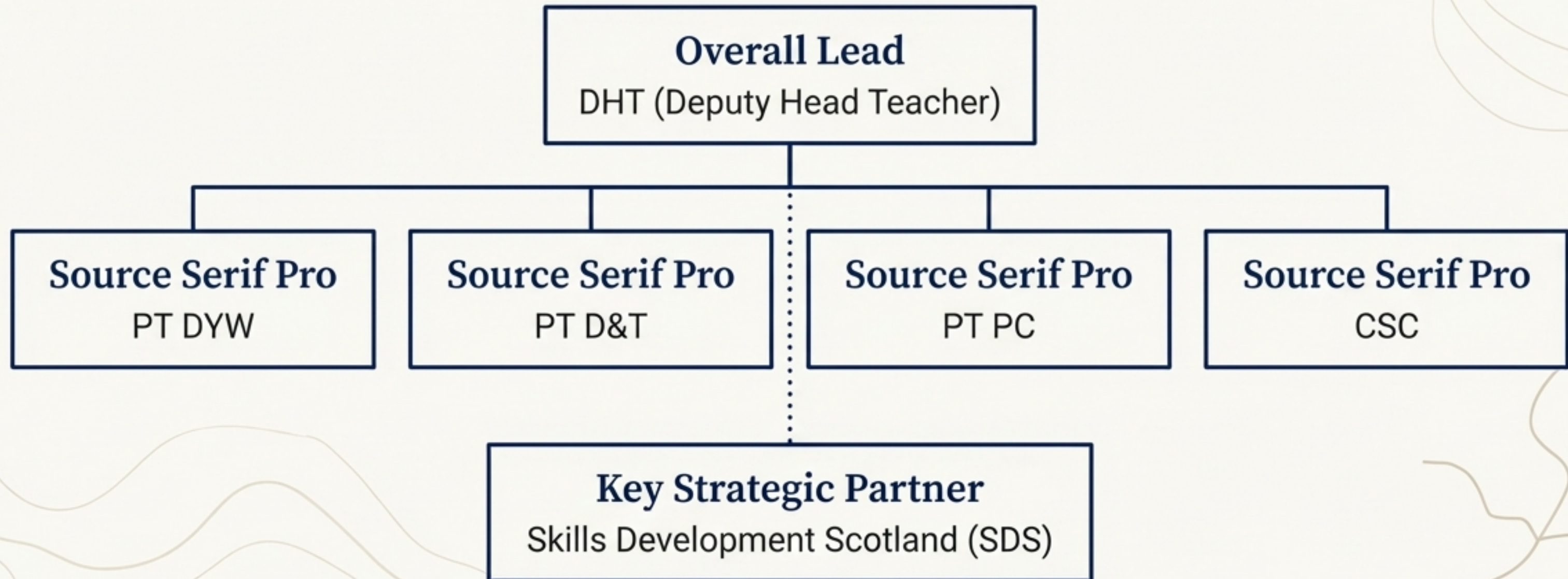


**Enhanced Communication:**  
Proactively publishing career-based events and opportunities for all pupils.



# A Clear Plan for Implementation and Ownership

Target Completion: End of Session 25/26





# Measuring Our Impact: How We Will Track Progress

## Destination Data



- % of positive destinations remaining above the Virtual Comparator (VC).
- Increased % of pupils accessing apprenticeships, employment, and further/higher education (Insight data).
- Tracking of UCAS applicants and interventions.

## Attainment & Achievement



- Increase in pupils achieving Skills for Work and other DYW qualifications.

## Stakeholder Feedback



- Qualitative data from pupil focus groups, measuring their ability to articulate skills.
- Pupil voice evaluations after events and placements.
- Feedback surveys from employer partners.

## Curriculum Monitoring



- CES/Employability visibility in curriculum (SLIPP model observations).



# Building on Strength, Securing Positive Futures for Every Learner

Auchenharvie Academy is building from a position of consistent success. This proactive, data-informed strategy directly addresses the challenges of a changing world.

Through this plan, we will enhance our provision to ensure that all our young people, particularly those experiencing disadvantage, are equipped with the skills, experiences, and confidence to transition into sustained, positive futures.



Auchenharvie  
Academy