

Progress Towards Gatsby Benchmarks 2022 to 2023

Gatsby Benchmark	Implementation	Intended Impact	Evidence
1. A stable careers programme	<p>Careers plan overview of the year shared with stakeholders and on website.</p> <p>Careers plan identifies key priority benchmarks.</p> <p>Careers plan identifies opportunities that are consistent across the year as well as at timely points for each year group.</p>	<p>All stakeholders understand the aim of the careers programme.</p> <p>All year groups receive pertinent careers education.</p>	<p>Action plan for development of key priority benchmarks and linked to Character Curriculum Development Plan.</p>
2. Learning from career and labour market information	<p>Shared through weekly Future Fridays in form time.</p> <p>Assemblies.</p> <p>Character Development Lessons.</p>	<p>Every pupil, and their parents or carers, should have access to good quality information about further study and labour market opportunities.</p> <p>They have the support of an informed advisor to utilise available information.</p>	<p>Future Friday resources.</p> <p>Copies of Assembly.</p> <p>Lesson Plans.</p>
3. Addressing the needs of each pupil	<p>121 careers meetings, priority given to PP and Send.</p> <p>Use of PSHE programme.</p> <p>Destination's information gathered/used.</p> <p>Attention given to the needs of SEND students in the careers programme.</p> <p>Advice on self-employment.</p>	<p>Raised aspirations for more able and vulnerable students.</p> <p>Reduction in NEETs over time having received early intervention from early identification.</p> <p>Parents/ carers are informed of key dates and requirements regarding post 16 provision.</p>	<p>Student meeting spreadsheet with dates of meetings and points discussed.</p> <p>Targeted Trips and visits.</p>

<p>4. Linking curriculum learning to careers</p>	<p>Career subject audits are mapped.</p> <p>Careers advertised and linked to subject areas.</p> <p>Career lessons are integrated within the Character Development plan.</p>	<p>Careers is referenced consistently in lessons.</p> <p>Students are able to explain how their option choices are able to link to their chosen career or area of interest.</p> <p>Video resources utilised supporting students' engagement in careers learning and access to knowledge about careers and pathways into careers.</p> <p>Students have an understanding of finance and budgeting later on in life.</p> <p>Students better understand the skills they need to be successful and are able to articulate their strengths.</p>	<p>Lesson resources.</p> <p>Subject audit maps.</p>
<p>5. Encounters with employers and employees</p>	<p>Careers fair for all student's year 7-13.</p> <p>Weekly Future Fridays provide access to variety of employers.</p> <p>Trips and visits to take place during summer term.</p> <p>Year 11 Mock Interview Day</p>	<p>Students practice interviews afford them confidence and knowledge of 'real world' interviews in preparation for college.</p> <p>Students are able to speak confidently to employers and employees and ask questions.</p> <p>Students' aspirations are developed, and they are able to see how they could achieve an aspiration from a positive role model.</p>	<p>Virtual mock interview record.</p> <p>Student voice regarding virtual mock Interview.</p> <p>Employer feedback following mock Interviews.</p> <p>Careers fairs plans.</p> <p>Trips and visits plan and student voice.</p>

6. Experiences of workplaces	Weekly Future Fridays in form time.	Students are able to engage in a work place setting safely in school.	Evidence of future Friday lessons. Careers Long term plan.
7. Encounters with further and higher education	<p>Weekly Future Friday interactions with colleges, apprenticeship providers.</p> <p>Trips to further and higher education settings.</p> <p>Careers fair encounters.</p> <p>Assemblies from local colleges to introduce students to courses they have expressed an interest in.</p>	<p>Students understand the differences between colleges, courses on offer, facilities and make decisions based on knowledge.</p> <p>Students have raised aspirations having enjoyed a visit to a setting they possibly wouldn't have considered otherwise.</p> <p>Students have a better understanding of what is entailed in certain courses to be able to more accurately decide.</p>	<p>Future Friday lessons.</p> <p>Trip plans, resources, evaluations.</p> <p>Careers fair student evaluations.</p>
8. Personal guidance	<p>CEIAG meetings take place for Year 11 and 10 students and early identified NEETs, SEND, LAC and other vulnerable students.</p> <p>Careers Fayre for Years 7-10 and parents</p>	<p>Reduction in NEETs.</p> <p>Parents are able to understand the requirements post 16 well in advance and can begin discussing this at home with their children.</p>	<p>Destinations data.</p> <p>Identification of NEETs.</p>