

Progress Towards Gatsby Benchmarks 2023 to 2024
Link to Careers Programme: [Careers plan 2023 2024.xlsx](#)

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

<p>4. Linking curriculum learning to careers</p>	<p>Careers advertised and linked to subject area posters Career lessons are integrated within the Character Development plan through Unifrog links.</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 Student Voice Character Development Lessons (see overview)</p>
<p>5. Encounters with employers and employees</p>	<p>Careers fair for all students year 7-11 Employer Visits as part of PALS Trips and visits to take place during summer term Y10 Mock Interview Day Webinar links via JWS updates</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>Mock interview record Student voice regarding mock interview Employer feedback following mock interviews Careers fairs plans Trips and visits plans and student voice</p> <p>Character Development Lessons (see overview)</p>
<p>6. Experiences of workplaces</p>	<p>Weekly Future Fridays in form time Trips and Visits to Enterprise Birmingham Park Year 10 work placements</p>	<p>Students are able to engage in a work place setting safely in school</p>	<p>Evidence of future Friday lessons Careers Long term Plan Character Development Lessons (see overview)</p>

7. Encounters with further and higher education	Interactions with colleges, apprenticeship providers Trips to further and higher education settings Careers fair encounters Assemblies from local colleges to introduce students to courses they have expressed an interest in. 6 th form schools invited in for post 16 choices. Parental Webinars via Unifrog	Students understand the differences between colleges, courses on offer, facilities and make decisions based on knowledge Students have raised aspirations having enjoyed a visit to a setting they possibly wouldn't have considered otherwise Students have a better understanding of what is entailed in certain courses to be able to more accurately decide	Unifrog webinars and videos Trip plans, resources, evaluations Careers fair student Evaluations Character Development Lessons (see overview)
8. Personal guidance	CEIAG meetings take place for year 11 and 10 students and early identified NEETs, SEND, LAC and other vulnerable students. Careers Fayre Unifrog support	Reduction in NEETs Parents are able to understand the requirements post 16 well in advance and can begin discussing this at home with their children	Destinations data Identification of NEETS Parental engagement and questionnaire Character Development Lessons (see overview)

PALS

Year Group	Encounter
7	
8	Royal Navy
9	Royal Navy CGI project/assembly Talks on pathways The Children Society
10	Royal Navy Careers Fayre in school
11	Irwin Mitchell Careers Fayre Post 16 Providers in local area

Careers Fayre Exhibitors:

Access Creative College, Army, Aston University, Engineering Academy, Birmingham Dental School, Bmet, Dudley College, Durham University, Education for Dental, Flair Windows, Heart Of England Training, Keele University, Mere Green Healthcare, Ministry of Justice, MPCT (Military Preparation College), National Grid, Newman University, NHS West Heath Surgery, Romulus Football Academy, Royal Air Force, Royal Navy, Skills Training UK, South and City College Birmingham, Tara Group, The School Outreach Company, The Apprenticeship Centre Ltd, University College Birmingham, University of Warwick, Walsall College, West Midlands Ambulance Service, West Midlands Police, Workpays (ASK)