

CAREERS PROGRESS SUMMARY BASED ON GATSBY BENCHMARKS – Updated March 2022

Benchmark	Jan 19	Mar 22	Nat	Notes	Actions
1 A stable careers programme - Every school should have an embedded programme of career education and guidance that is known and understood by students, parents, teachers, governors and employers.	35%	100%	27%	Need to have the careers programme available to students, staff, parents & employers (on website). Approved by governors and backed by SLT. Needs to include strategic and operational elements. Evaluated by staff, employers & parents.	Update strategy documents, careers plan and resources on the website yearly. Obtain yearly feedback from key stakeholders.
2 Learning from career & labour market information - All students and parents should have access to high-quality information about future study options and labour market opportunities. They will need the support of an informed adviser to make best use of available information.	40%	100%	52%	Need a period of time to ensure every student can use LMI to inform decisions (KS3 core IT). Sign post parents to where LMI information is available (website site).	Update website and one note with most recent data on a regular basis. Continue to have sessions within core IT and PSHE.
3 Addressing the needs of each pupil - Students have different career guidance needs at different stages. Opportunities for advice	81%	90%	25%	Use Unifrog and Compass + to keep systematic records on each student's experience of career and enterprise activity that students can also access.	Continue to challenge stereotypes within all curriculum areas. Continue to promote STEM activities to girls. Careers plan to scaffold and address key transition points.

and support should be tailored to each of these stages, with diversity and equality embedded in the school's careers programme.					Expand use of Unifrog across all key stages.
4 Linking curriculum learning to careers - All teachers link curriculum learning with careers.	18%	100%	45%	Careers and enterprise education should be part of every student's standard lesson, linking curriculum to real-world career paths. Have a careers focus during National careers week. Audit all staff for past industry experience and encourage staff with industry experience to take an assembly/led style talk. Staff to take part in industry days where they do a period of work shadowing to update their knowledge. Increased careers focus on Enterprise days.	STEM subjects ensure future careers paths are embedded into the teaching curriculum (learning walks, appraisal targets, best practice at meetings). Bi-annual Careers Fair. Enterprise days to have a Careers element.
5 Encounters with employers & employees - Every student should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace.	25%	100%	58%	One meaningful encounter with an employer every year at school. Invite speakers in to talk to whole year groups. Careers Fair. Ask parents/Alumni to talk in an assembly.	Continue with Bi-annual careers fair. In person or remote assemblies during NAW and NCW. In person or pre-recorded staff assemblies. In person or remote talks within the curriculum.
6 Experience of workplace - Every student should have first-hand experiences of the workplace through work	25%	100%	52%	Students to experience the work place environment once by year 11, second experience by year 13 (not to include part/time job). Take your son/daughter to	Continue with year 10 and 12 work experience. Post covid – trips to work places to resume. Consider take your child to work day for year 8.

visits, work shadowing and/ or work experience to help their exploration of career opportunities and expand their networks.				work enterprise day. Year 10 and 12 work experience week.	Include careers element into all external trips.
7 Encounters with further and higher education - All students should understand the full range of learning opportunities that are available to them. This includes academic and vocational routes and learning in schools, colleges, universities and the workplace.	95%	100%	30%	Continue to invite HE, Universities, training providers in to talk to students during assemblies and registration. KS5 to have two visits to universities (Nov & summer). HEON, Unifrog programme, achievement conference in year's 11, 10 and 9.	KS5 to organise a second trip to universities in the summer.
8 Personal Guidance - Every student should have opportunities for guidance interviews with a Careers Adviser, trained to an appropriate level. Every student should have at least one such interview by the age of 16, and the opportunity for a further interview by the age of 18.	25%	25%	61%	All students by end of year 11 need to have had at least one interview with a qualified L6 careers adviser. All year 13 should have at least 2 interviews.	All students will be offered a careers interview with a L6 qualified adviser.