

How the school measures and assesses the impact of the careers programme

The Gatsby Benchmarks are a framework of 8 guidelines that define the best careers provision in schools and colleges. Our Careers Strategy is built around them.

<i>GATSBY BENCH MARK</i>	Explanation	How we meet this benchmark
<i>1. A stable careers programme</i>	Every school and college should have an embedded programme of career education and guidance that is known and understood by pupils, parents, teachers and employers.	A stable, varied and improved programme is in effect.
<i>2. Learning from labour market information</i>	Every pupil, and their parents, should have access to good-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	Learning from labour market information and sessions with Gfirst LEP (Local Enterprise Partnership)
<i>3. Addressing the needs of each pupil</i>	Pupils have different career guidance needs at different stages. Opportunities for advice and support need to be tailored to the needs of each pupil. A school's careers programme should embed equality and diversity considerations throughout.	Students are chosen for career events and intervention based on their individual need. A diverse range of destination and career routes are explored throughout the careers programme.
<i>4. Linking curriculum learning to careers</i>	All teachers should link curriculum learning with careers. For example, STEM subject teachers should highlight the relevance of STEM subjects for a wide range of future career paths.	Events that ensure careers is embedded through the curriculum and this is being currently reviewed.

How the school measures and assesses the impact of the careers programme

<p><i>5. Encounters with employers and employees</i></p>	<p>Every pupil should have multiple opportunities to learn from employers about work, employment and the skills that are valued in the workplace. This can be through a range of enrichment activities including visiting speakers, mentoring and enterprise schemes.</p>	<p>Work experience available to ALL students in Y10 & Y12</p> <p>Mock interview day for Y10 & Ask the Professional Day for Y7 Y8, Y11 & Y12 provides access to employers and feedback on interview practice.</p>
<p><i>6. Experiences of workplaces</i></p>	<p>Every pupil should have first-hand experiences of the workplace through work visits, work shadowing and/or work experience to help their exploration of career opportunities, and expand their networks</p>	<p>Work experience is available to all students in Y10 & Y12</p>
<p><i>7. Encounters with further and higher education</i></p>	<p>All pupils should understand the full range of learning opportunities that are available to them. This includes both academic and vocational routes and learning in schools, colleges, universities and in the workplace.</p>	<p>Visit to national careers fair in Y12 include destination routes of a diverse nature. Students are supported by tutors in the enquiry process. We offer taster days and trips to Colleges, Sixth Forms and Universities so that students can make informed decisions about their futures.</p>
<p><i>8. Personal guidance</i></p>	<p>Every pupil should have opportunities for guidance interviews with a career's adviser, who could be internal (a member of school staff) or external, provided they are trained to an appropriate level. These should be available whenever significant study or career choices are being made. They should be expected for all pupils but should be timed to meet their individual needs.</p>	<p>A Y11 parent information evening in the Autumn term, which offers support for parents/careers in the Y11 destination process. Trips to national careers events in Birmingham provide opportunities for guidance. The use of national careers service website offers impartial advice and guidance for all young people.</p> <p>80 hours of 1:1 career advice with an independent careers advisor</p>