

Gatsby Benchmarks – Evaluation (December 2020)

1. Benchmark 1: A stable careers programme

Compass evaluation: 94% (national: 21%)

- Careers and work-related policy/access statement on the website
- CEAIG programme on the website and on display around the school
- Specific CEAIG activities for all year groups across the school
- Specific assemblies and workshops related to CEAIG for all year groups across the school at least once a half term (remote provision continued during Summer term lock down)
- Annual staff evaluation of school's CEAIG programme
- Governor approval and update on Careers education
- New AQC link appointed
 - Target- Continue to complete specific evaluations of activities by the employers/companies themselves

2. Benchmark 2: Learning from career and labour market information

Compass evaluation: 100% (national: 45%)

- Parents informed of careers and LMI through the weekly newsletter and email communication
- Links with the Careers and Enterprise Company and allocated Enterprise Adviser
- Students have access to LMI information via their 'Start' career profiles
- Students informed of LMI information through emails
 - Target- Continue to increase student access to LMI information

3. Benchmark 3: Addressing the needs of each pupil

Compass evaluation: 100% (national: 20%)

- CEAIG programme with access for all students in all year groups
- Certain key groups of students targeted for certain sessions (challenging stereotypes, PP students, vulnerable groups etc)
- Keep systematic records of all activities that take place, with evaluations
- Enables pupils to access accurate records of their careers and enterprise experiences via their 'Start' careers profiles.
- Shares data with local authority
- Destination tracking systems created for use with current Y11 for Sept 2020 for two years – Data Sharing Agreements with big feeder FE colleges, 'consent to contact beyond Tomlinscote' agreement established March 2020
 - Target- continued destination tracking of students for the full 3 years, beyond FE

4. Benchmark 4: Linking curriculum learning to careers

Compass evaluation: 100% (national: 38%)

- Career related activities in key subject areas: Maths, English, Science, PSHE
- Curriculum display boards
- QIP targets- all subjects related to careers
 - Target- more departments to run specific CEAIG activities within their areas and to increase the number of careers related targets on whole school QIPs moving forwards

5. Benchmark 5: Encounters with employees and employers

Compass evaluation: 100% (national: 52%)

- Half termly assemblies and workshops across different sectors
- InvestIN opportunities advertised to students and supported funding for eligible students
- Virtual talks and Q&A sessions emailed to students
 - Target: Continue to explore alternative ways to enable encounters to occur at present

6. Benchmark 6: Experiences of workplaces

Compass evaluation: 100% (national: 47%)

- Year 10 work experience week (alternative blended provision planned for summer 2021)
- Individual student programmes that include work experience placements
- Virtual work experience events shared with students
- InvestIN partnership provides specific work experience opportunities for niche sectors
 - Target: Introduce new platform for tracking Wexp placements in 2021

7. Benchmark 7: Encounters with Further and Higher education

Compass evaluation: 75% (national: 21%)

- Encounters with 6F colleges – via presentations and virtual events in Autumn 2020
- Encounters with apprenticeship providers - assemblies
- Students display board and 'Careers Corner' in LRC- university and college information
- Assemblies from local colleges in KS4 – virtual in Autumn 2020
- Subject related sessions from universities
- Talks from local independent training providers
 - Target: increase student access to university information
 - Target: continue to increase opportunities with independent training providers

8. Benchmark 8: Personal Guidance

Compass evaluation: 100% (national: 57%)

- Year 10/11 one to one Careers Guidance Interviews (conducted by a Level 6 trained independent Careers Advisor)
 - Target: N/A